

**RESOLUTION 2018-34**

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF FOUNTAIN HILLS, ARIZONA, ADOPTING AND ESTABLISHING THE 2018-19 BUDGET IMPLEMENTATION POLICY AND APPROVING THE TOWN ORGANIZATION CHARTS, THE 2018-19 PAY PLAN, THE SCHEDULE OF AUTHORIZED POSITIONS, THE EMPLOYEE JOB DESCRIPTIONS AND THE 2018-19 COMPREHENSIVE FEE SCHEDULE.

**WHEREAS**, the Mayor and Council of the Town of Fountain Hills (the “Town Council”), pursuant to ARIZ. REV. STAT. § 9-240 (B)(2), is vested with the power to determine the budgets of all Town departments; and

**WHEREAS**, the Town Council, in order to provide for consistent and uniform administration of the Town’s monies and to maximize savings of funds by monitoring expenditures, has determined it necessary to adopt a budget implementation policy for the FY 2018-19 Town Budget (the “2018-19 Budget Policy”) governing the expenditures within the FY 2018-19 Town of Fountain Hills budget; and

**WHEREAS**, pursuant to Subsection 3-1-1(H)(3) of the Town Code, the Town Council must approve the organization charts and job descriptions for employees of the Town.

**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE TOWN OF FOUNTAIN HILLS**, as follows:

SECTION 1. The recitals above are hereby incorporated as if fully set forth herein.

SECTION 2. The Town Council hereby adopts the 2018-19 Budget Policy in substantially the form and substance attached hereto as Exhibit A and incorporated herein by reference.

SECTION 3. The Town Council hereby approves and authorizes (i) the Town of Fountain Hills Organization Charts, (ii) the 2018-19 Pay Plan, (iii) the Schedule of Authorized Positions and (iv) the Employee Job Descriptions, all in substantially the form and substance attached hereto as Exhibit B and incorporated herein by reference.

SECTION 4. The Town Council hereby approves the 2018-19 Comprehensive Fee Schedule, effective July 1, 2018, in the form attached hereto as Exhibit C and incorporated herein by reference.

SECTION 5. The Mayor, the Town Manager, the Town Clerk, and the Town Attorney are hereby authorized and directed to take all steps necessary to carry out the purpose and intent of this Resolution.

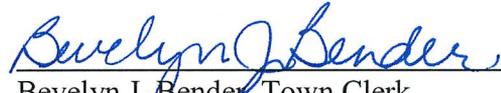
[SIGNATURES ON FOLLOWING PAGE]

**PASSED AND ADOPTED** by the Mayor and Council of the Town of Fountain Hills,  
Arizona, June 5, 2018.

**FOR THE TOWN OF FOUNTAIN HILLS:**

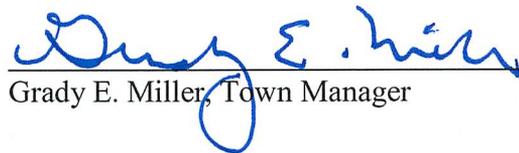
**ATTESTED TO:**

  
\_\_\_\_\_  
Linda M. Kavanagh, Mayor

  
\_\_\_\_\_  
Bevelyn J. Bender, Town Clerk

**REVIEWED BY:**

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Grady E. Miller, Town Manager

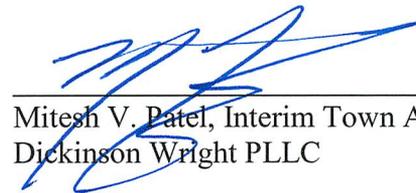
  
\_\_\_\_\_  
Mitesh V. Patel, Interim Town Attorney  
Dickinson Wright PLLC

EXHIBIT A  
TO  
RESOLUTION 2018-34

[2018-19 Budget Implementation Policy]

See following pages.

TOWN OF FOUNTAIN HILLS  
2018-19 BUDGET IMPLEMENTATION POLICY

- 1. Definitions. The following definitions shall apply for purposes of this policy.
  - A. “Budget Unit” is a Town department as designated on the Town’s organization chart, including the Town Municipal Court.
  - B. “Capital Expenditures” are those capital expenditures exceeding \$50,000 that require the approval of the Town Manager and Town Council.
  - C. “Contingency” appropriation used for unforeseen emergency and critical needs when current budget appropriation is inadequate.
  - D. “Fund” is a fiscal and accounting mechanism with a self-balancing set of accounts recording cash and financial resources.
  
- 2. Transfer of Funds.
  - A. Transfers within a Fund. After adoption of the fiscal budget by the Town Council, any Budget Unit has the authority to reprogram funds within its department’s line items. These departments of the budget will be controlled by bottom line total only. Transfers between General Fund departments are allowed with the approval of the Department Director, Finance Director, Town Manager and Town Council according to the standards set forth in ARS §42-17106. A report of each transfer will approved by the Department Director and submitted to the Finance Division through the financial accounting system for processing; final approval shall be vested with the Town Manager, whose decision shall be final and conclusive.
  - B. Transfers between Funds. After adoption of the fiscal budget by the Town Council, any budgetary transfer between Funds will require approval or ratification of each transfer by the Town Council. Prior to any transfer, the Department must provide sufficient documentation to the Town Manager and the Town Council that funding exists.
  - C. Reprogramming of Wages. No funds may be reprogrammed to or from the “wages” section of the Budget Unit’s adopted budget without consultation with and approval by the Town Manager. The requesting Department Director must submit a memorandum and any necessary supporting documentation to the Town Manager; the Town Manager will notify the Finance Division of approved transfers of funds from the “wages” section of the budget.
  - D. Reprogramming of Capital Funds. No funds may be reprogrammed to or from the “capital expenditures” section of the Budget Unit’s adopted budget without consultation with and approval by the Town Manager and

ratification by the Town Council. The requesting Department Director must submit a memorandum and any necessary supporting documentation to the Town Manager. If approved by the Town Council, the Town Manager will notify the Finance Division of the reprogrammed funds.

E. Carryover Appropriations. The Finance Division may approve appropriation transfers for carried over operating/capital items (i.e., IT infrastructure, equipment, vehicles and facility improvements) if the Town Council previously appropriated the operating/capital item in a prior fiscal year. All carryover appropriation transfers must be submitted to the Town Council for ratification; all carryover appropriation transfers shall be reflected in the appropriate budget reports.

3. Expenditure Restrictions.

A. Budget Hold for Prior Exceedance. Any General Fund Budget Unit that exceeded its budget in the prior fiscal year may be subject to immediate budget hold status in the current fiscal year. However, if a Budget Unit exceeded its budget in the prior fiscal year due to a one-time emergency purchase, and proof of such an emergency (in a form acceptable to the Town Manager) can be shown, the budget hold status will be removed.

B. Remedies for Budget Exceedance. Once a Budget Unit has exceeded its expenditure limitation, the Finance Division shall notify the Budget Unit, in writing, that the appropriate expenditure limit has been exceeded. The Budget Unit must then consult and reach an agreement with the Finance Division and the Town Manager regarding the remedies available to either restore spending to a level approved in the budget for the balance of the fiscal year or to request additional funds as set forth in Subsection 3(C) below.

C. Requests for Additional Funds. When additional funds from other sources are requested, the Finance Division and Town Manager must concur before the Budget Unit may expend the additional funds. If the expenditure of additional funds will require a fund transfer, the recommendation shall be forwarded to the Town Council for approval. Any Budget Unit that has exceeded its limitations shall submit an expenditure reduction program to the Town Manager through the Finance Division as part of any request for additional expenditures. The expenditure reduction program shall include, but not be limited to, consideration of reductions in force of budgeted and authorized positions, termination of all travel expenditures, suspension or termination of contracts and such other expenditure reductions as the Budget Unit deems appropriate.

4. Fund Balance. All budget considerations, including expenditure of appropriated funds, shall adhere to the Town of Fountain Hills Financial Policies, Amended and Restated April 6, 2017, or the most recent version of later-adopted editions of

such financial policies.

5. Fiscal Priorities. The 2018-19 budget is intended to implement the Town Council's top fiscal priorities.

6. Positions.

A. General Provisions.

(1) Section 3-1-1 of the Town Code states that the Town Manager shall be the administrative officer of the Town government and may appoint and, when necessary, suspend or remove all employees of the Town, except those officers appointed by the Town Council. All appointments and removals shall be based upon merit and upon the qualifications and disqualifications of such employee without regard to any political belief or affiliation; prior to any creation, combination, consolidation or deletion of any positions of employment, written job descriptions or amendments thereto shall have been approved by the Town Council.

(2) All requests for new positions or reclassification of existing positions, regardless of the funding source, must be approved by the Town Council. Reclassification of existing positions (filled and vacant) should include justification of why budget savings, including savings from deleted positions, should be used to create new positions and how the position will align/impact Town strategic priorities and departmental goals. Departments must submit their requests to Administrative Services; Administrative Services will review job description and salary information prior to forwarding information to the Town Manager. The Town Manager will review and recommend/deny the position for approval by the Town Council.

(3) Intergovernmental agreements, grants, etc. that require/authorize additional positions must be approved by the Town Council. The position and the budgetary impact must be fully disclosed to Administrative Services and the Finance Division, which shall be responsible for analyzing the input and presenting such analysis to the Town Council in conjunction with any request for approval as part of an intergovernmental agreement, grant, or other agreement.

(4) All authorized positions must be fully funded by the General Fund, a Special Revenue Fund, or a grant. If a position becomes unfunded or under-funded by its original funding source, it must be fully funded immediately from other sources or eliminated. An under-funded position is a position for which a department/funding source has only 1% to 99% of the funding required to support it on an annualized basis. If eliminating unfunded or under-funded

positions results in a Reduction in Force, the Administrative Services Director shall prepare a layoff plan for approval by the Town Manager.

B. Fiscal Year 2018-19 Authorized Positions. The following lists position revisions:

Salary and Job Description Reclassification:

- Parks Supervisor reclassified to Parks Superintendent
- Two part-time Operations Support Worker positions reclassified to part-time Lead Operations Support Worker
- Two part-time Customer Service Representative I positions reclassified to part-time Customer Service Representative II
- One Court Clerk reclassified to Senior Court Clerk

Added Positions:

- One part-time Information Technology Support Specialist position added at the hourly pay range of \$26.72 - \$39.85

Other Changes:

- Replace Traffic Signal Technician II position with Street Maintenance Technician
- Convert two part-time Accounting Clerk positions with one full-time Financial Services Technician
- Department Directors and Town Clerk consolidated from six to two pay ranges
- Town Engineer position moved from Development Services to Public Works Department
- Minor edits to job descriptions

The schedule of authorized positions, pay plan, Town organization charts and updated job descriptions are attached as Exhibit B to the Town Council Resolution that adopts this Policy (Resolution 2018-27).

7. Hiring Freeze. There is no hiring freeze in effect for FY 2018-19, and positions that become vacant may be filled if the Town Manager determines that it is in the best interests of the Town to do so.

8. Salary Adjustment. Salary Adjustments will be effective beginning with the first full pay period after July 1, 2018, and the first full pay period after January 1, 2019 as follows:

A. Individual Salaries. All Fountain Hills employees shall receive a 2.5% increase on July 1, 2018. All Fountain Hills employees, excluding the Presiding Judge, shall receive an additional 2.5% increase on January 1, 2019.

- B. Pay Ranges. The pay ranges for all Fountain Hills exempt & non-exempt employees are increased by 2.5% effective with the first full pay period after July 1, 2018; and an additional 2.5% effective with the first full pay period after January 1, 2019.
- C. Reconciliation to New Pay Ranges. After the adjustments made in accordance with Subsection 8(A) and (B) above, any employees with salaries not meeting the range minimum shall be increased to the lowest pay in their newly-adjusted pay ranges.
9. Comprehensive Fee Schedule. The Comprehensive Fee Schedule is adopted by the Town Council and authorizes the fees for fiscal year 2018-19. In addition, the Community Services Department charges fees for classes and recreational activities that are not listed in the Fee Schedule. Those fees are established by the Community Services Director and are based on instructor cost, class size, program materials needed, and other related costs. The range for these fees is no cost up to \$550.
10. Contingency Appropriation. The purpose of a Contingency appropriation is to maintain a reserve of expenditure authority from which specific amounts can be transferred to other appropriated budgets after adoption of the annual budget to cover emergency or critical items if there are sufficient revenues to do so. Contingency appropriations will be established within the General Government budget for general purposes or in other funds reserved for specific issues. All requests for General Government Contingency must be submitted to the Town Manager for review. If the Contingency expenditure exceeds the Town Manager's purchasing authority, the Town Council must approve or ratify all transfers from Contingency appropriations.
11. Tax Levy. The Town's secondary property tax levy is exclusively for the annual debt service payment on General Obligation bonds issued and approved by the voters; the annual levy is based on the annual debt payment divided by the entire community's primary net assessed valuation multiplied by 100. An allowance for delinquency factor is included in the calculation (usually 1% or 2%). The Town does not have a primary property tax.
12. Budget Adoption. This budget is being adopted by the Town Council at a fund level. Each fund is a fiscal and accounting mechanism with a self-balancing set of accounts recording cash and other financial resources. The department level budget detail that is contained within the financial system is designed and used wholly as a management tool for the individual departments. A sub-fund may also be created to track a specific project or goal and is used as a tool for management purposes. A sub-fund would be an extension of a major fund such as a project fund.
13. Vehicles/Equipment and Infrastructure Projects. The Town Council will approve specific positions, vehicles, equipment and facility infrastructure projects as part of the FY18-19 budget. Additional funding requested during the fiscal year must be submitted to the Town Council for approval or ratification.

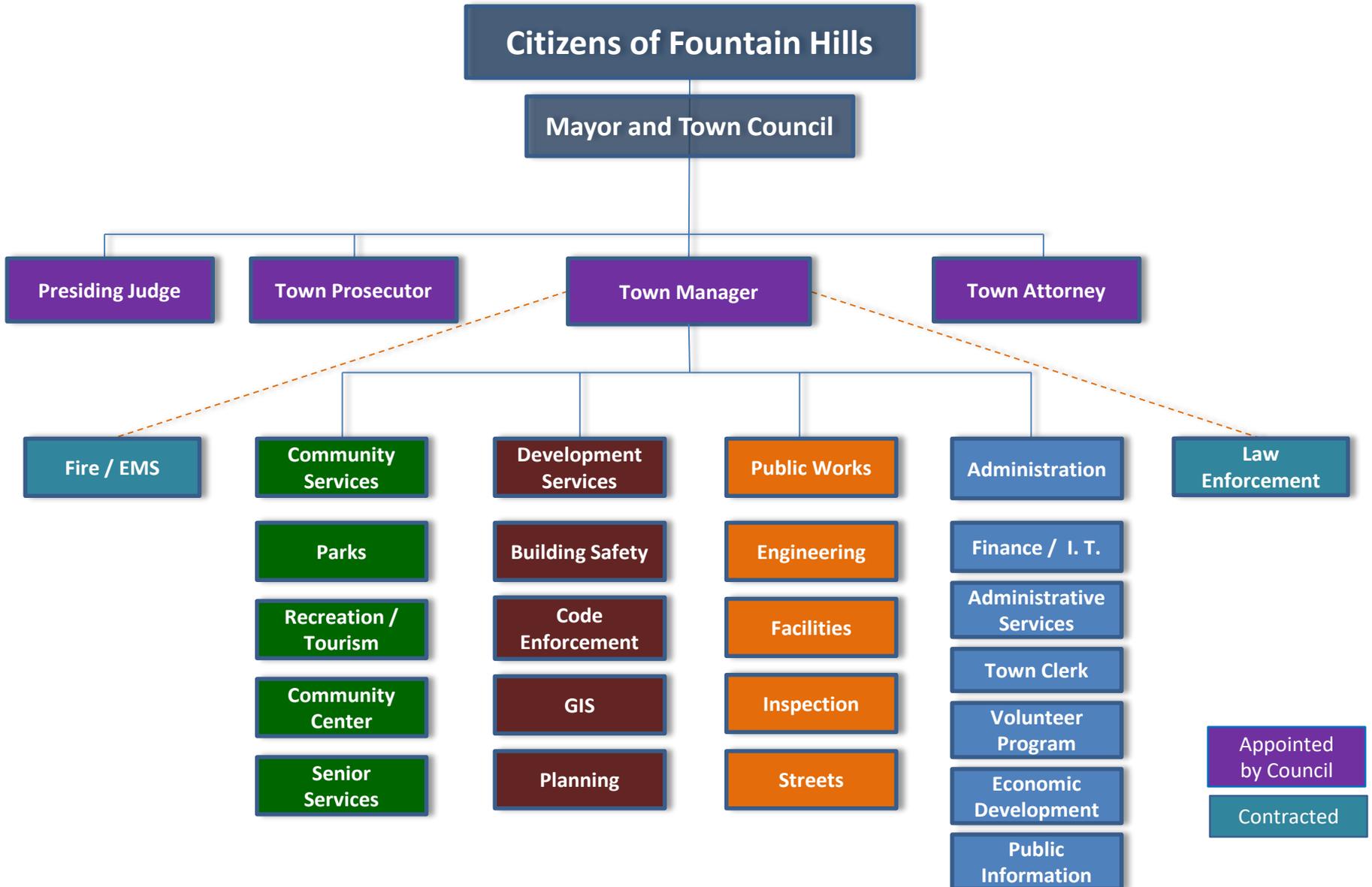
- A. Mid-year Requests. All mid-year General Fund vehicle and equipment requests that exceed \$10,000 and capital items (account series 8000) must be approved by the Finance Director. Approval is required when using existing resources or requesting additional resources. Requests shall be made in writing to the Finance Director, who shall grant or deny the request. If denied, a request for reconsideration may be presented to the Town Manager, whose decision is final.
  
- B. Infrastructure Requests over \$50,000. All infrastructure project requests that exceed \$50,000, regardless of the funding source, must be submitted to the Finance Division for review prior to forwarding information to the Town Manager. The Town Manager will recommend the project for approval by the Town Council.
  
- C. Capital Improvement Program/Vehicle Replacement Program. The Programs' Policy and Procedures as contained in the Adopted Budget book have been approved by Town Council and outline the procedures that should be followed in administering each individual program.

EXHIBIT B  
TO  
RESOLUTION 2018-34

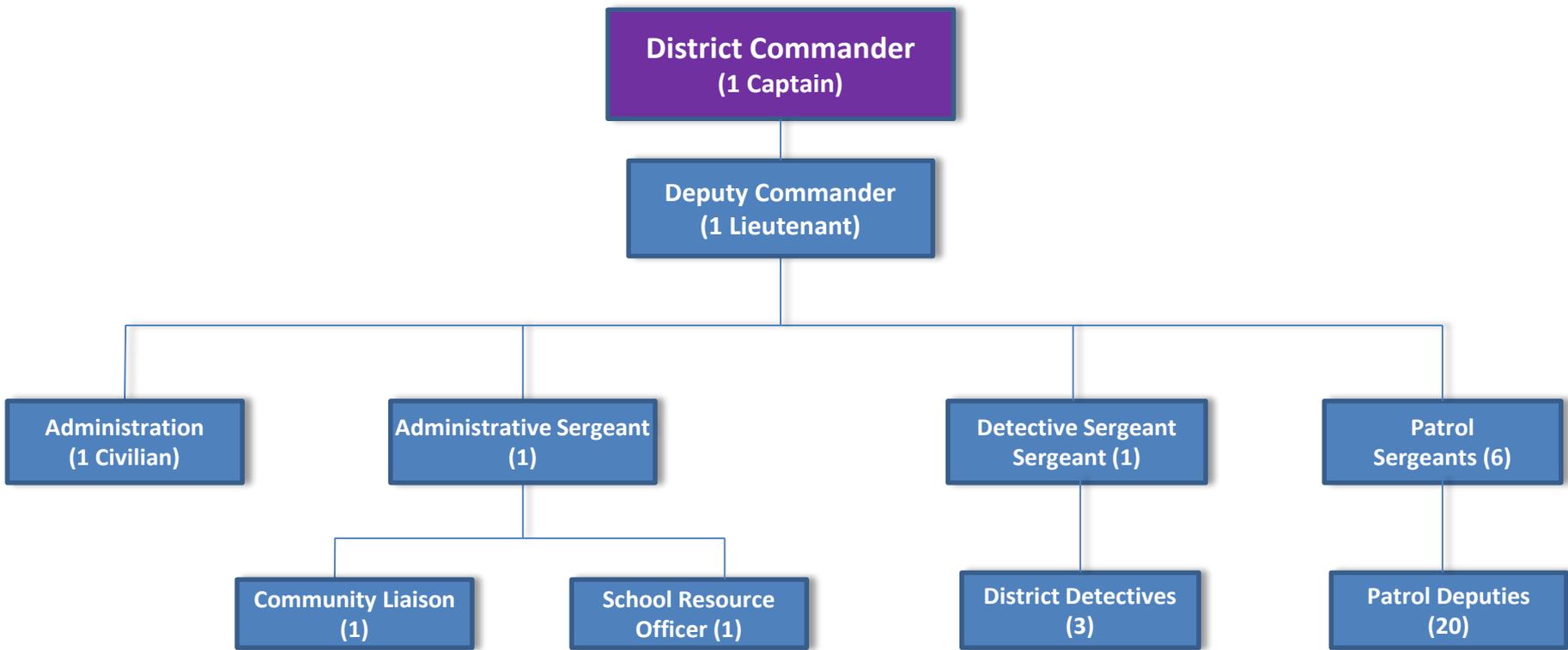
[Organization Charts, 2018-19 Pay Plan, Schedule of Authorized Positions, and  
Employee Job Descriptions]

See following pages.

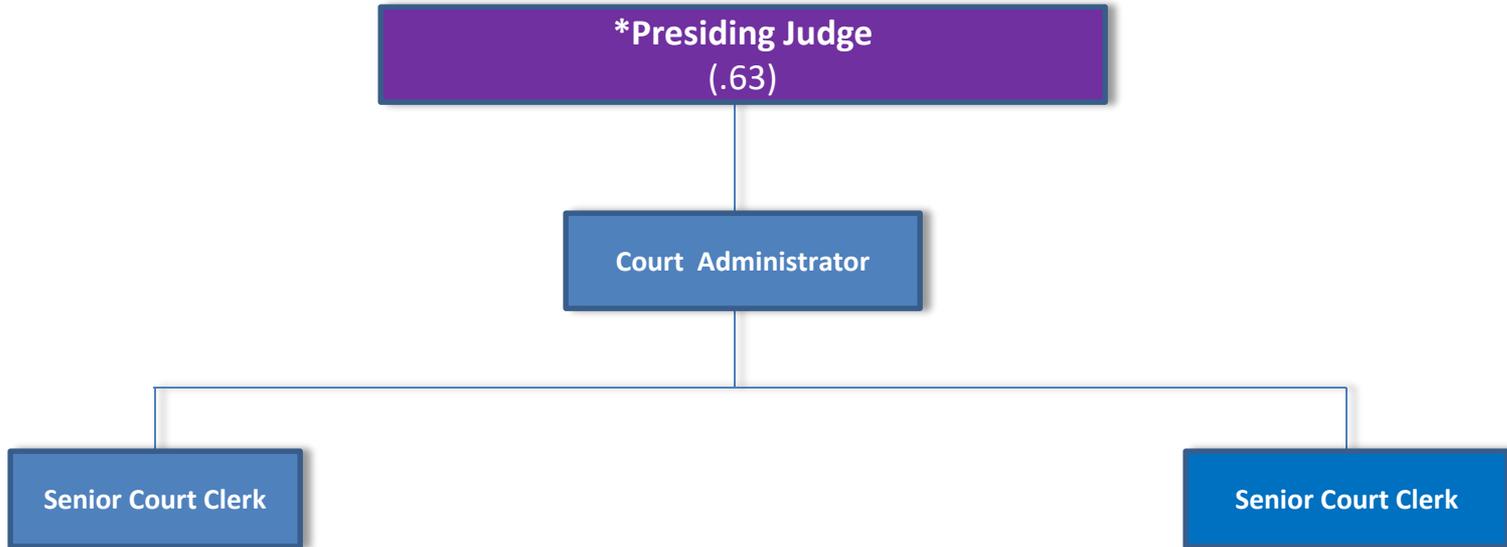
# Town of Fountain Hills Organization



# LAW ENFORCEMENT



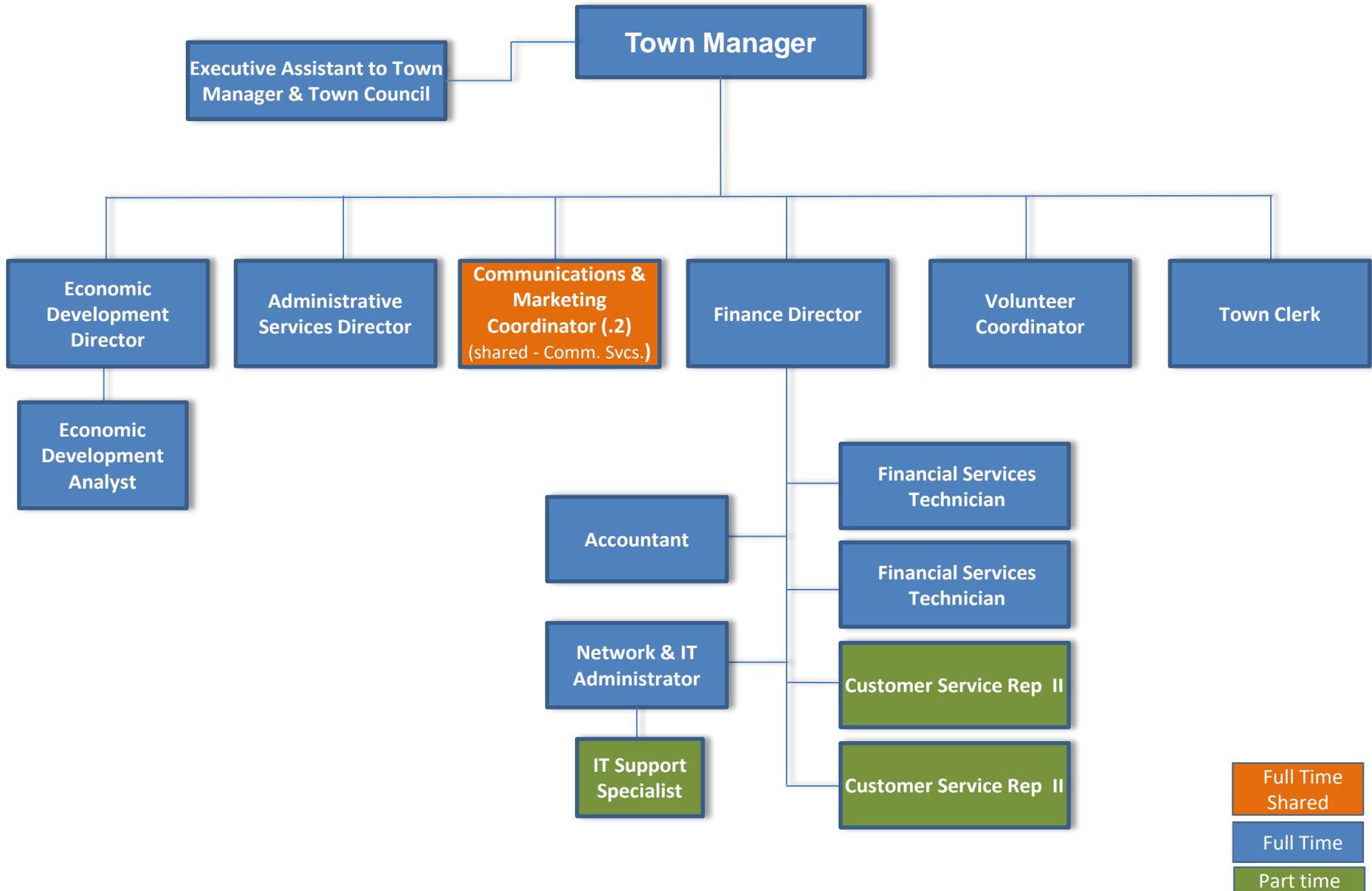
# MUNICIPAL COURT



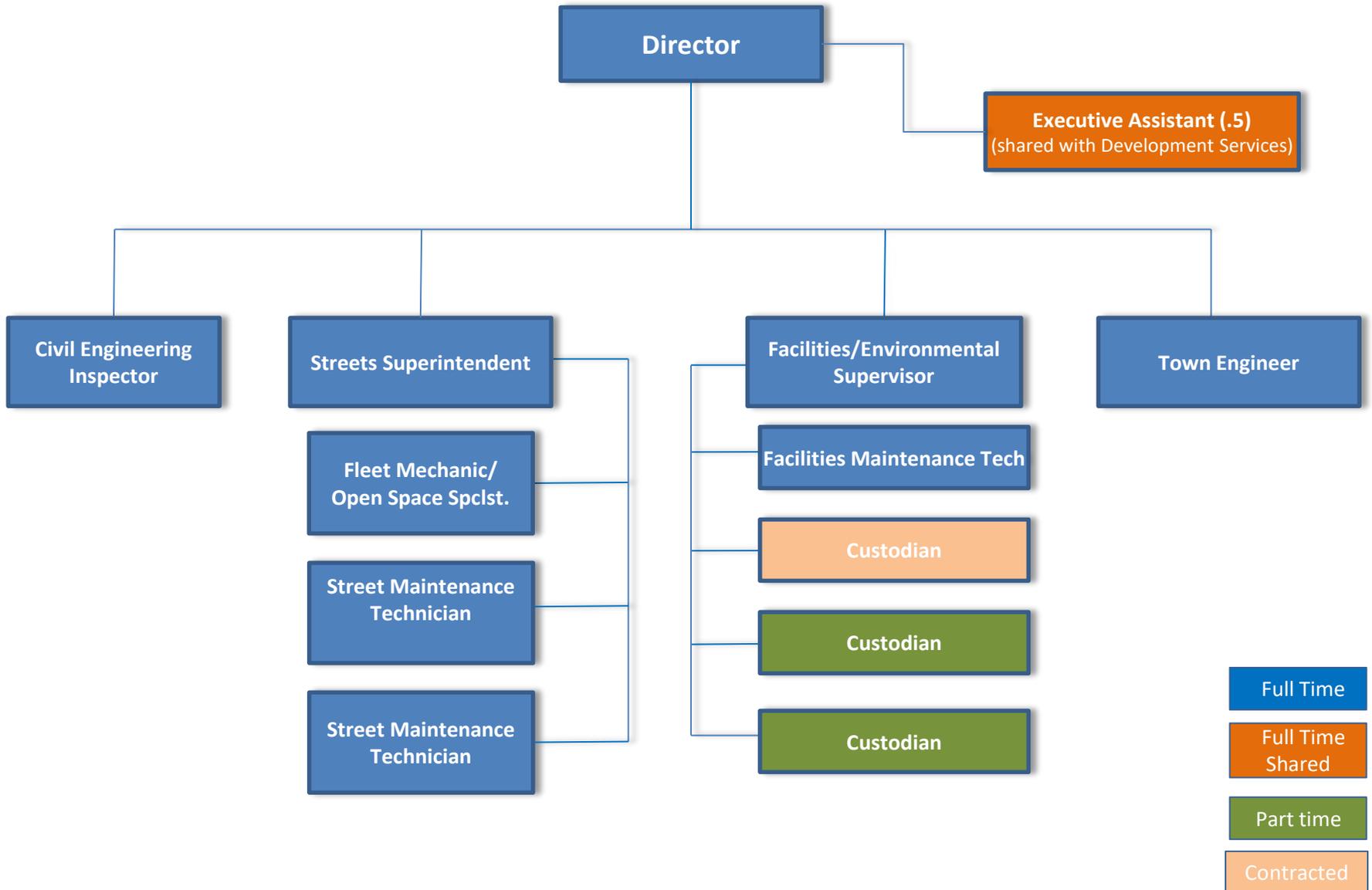
\*Part time -  
Appointed  
by Council

Full Time

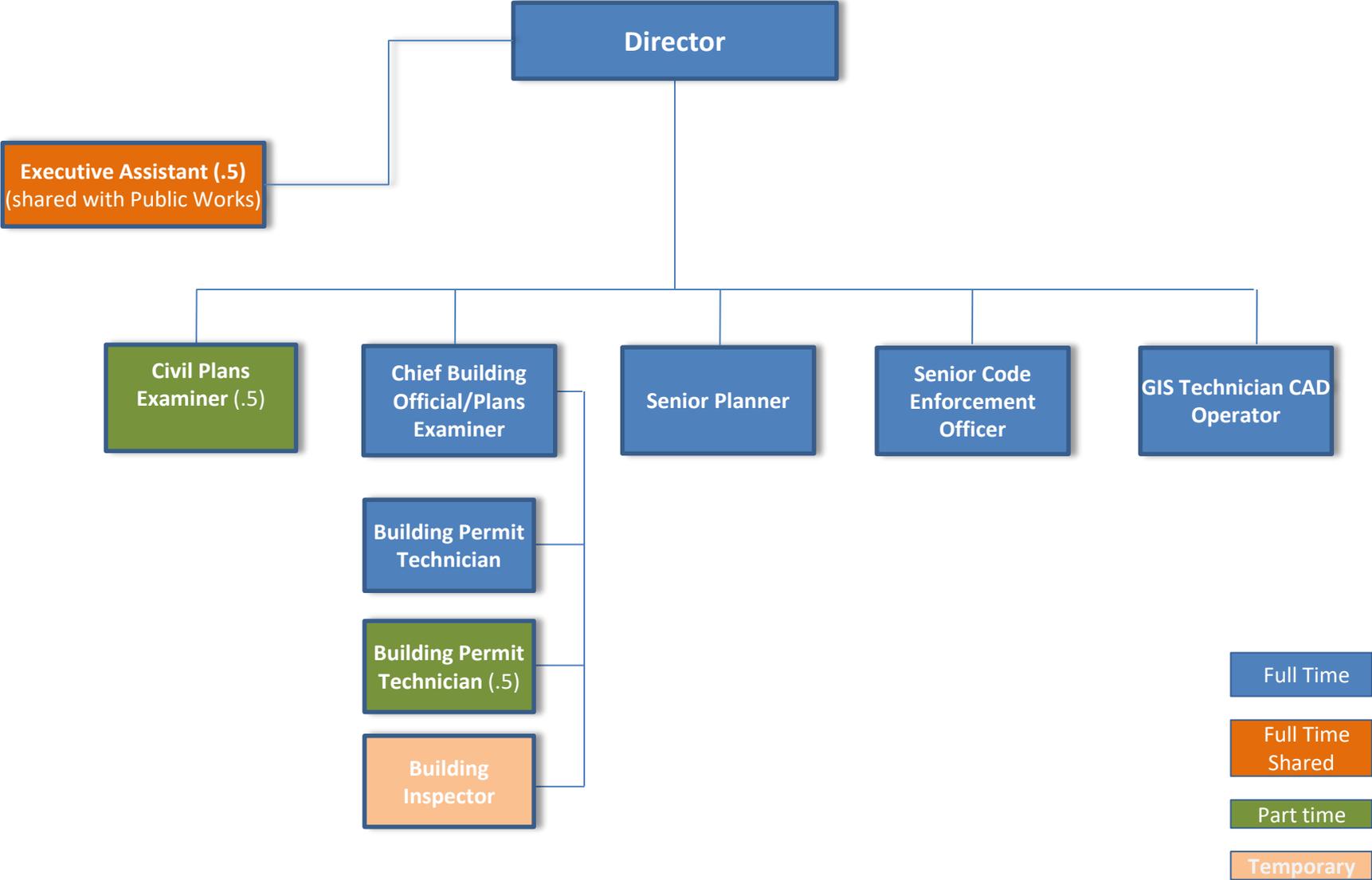
# ADMINISTRATION DEPARTMENT



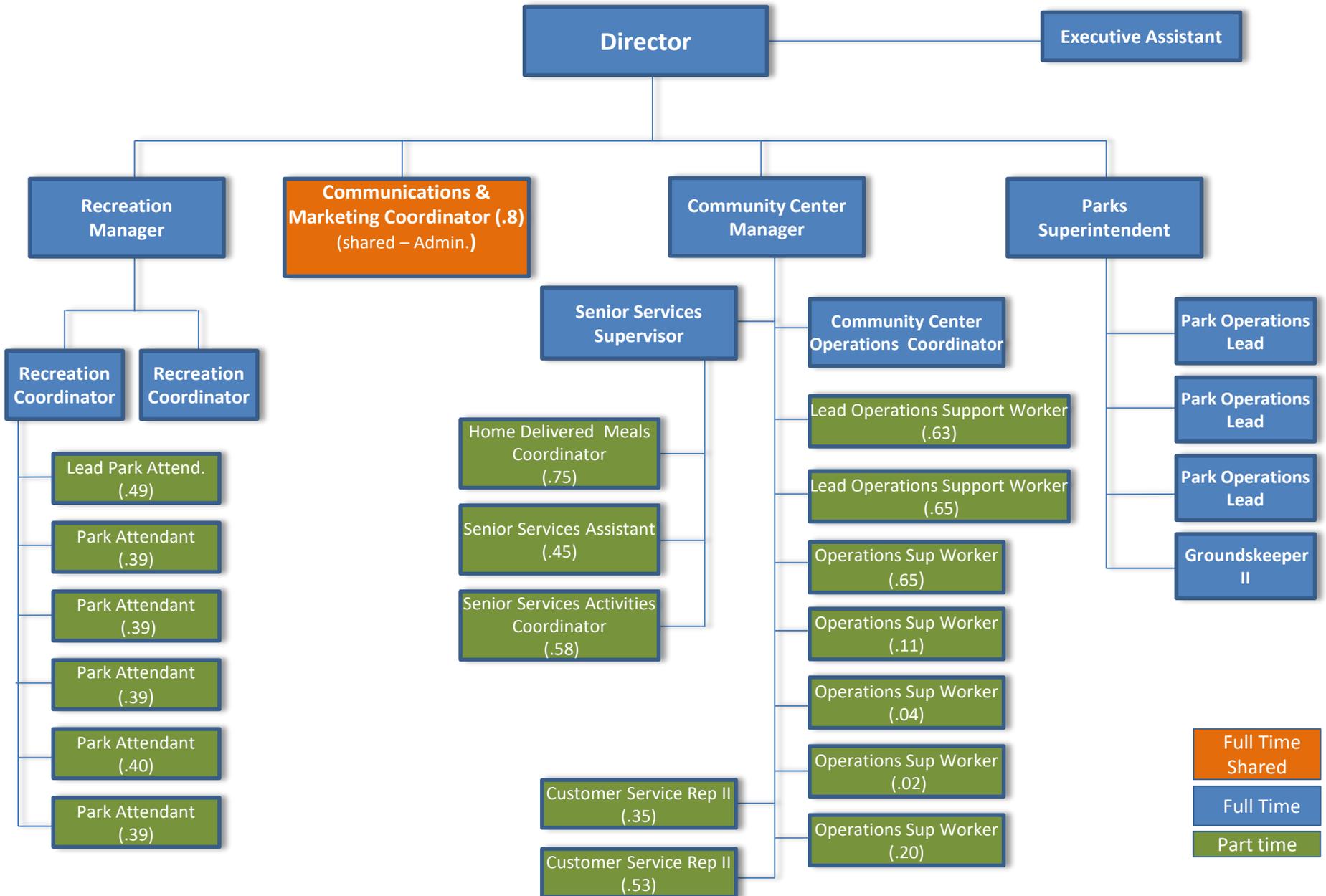
# PUBLIC WORKS DEPARTMENT



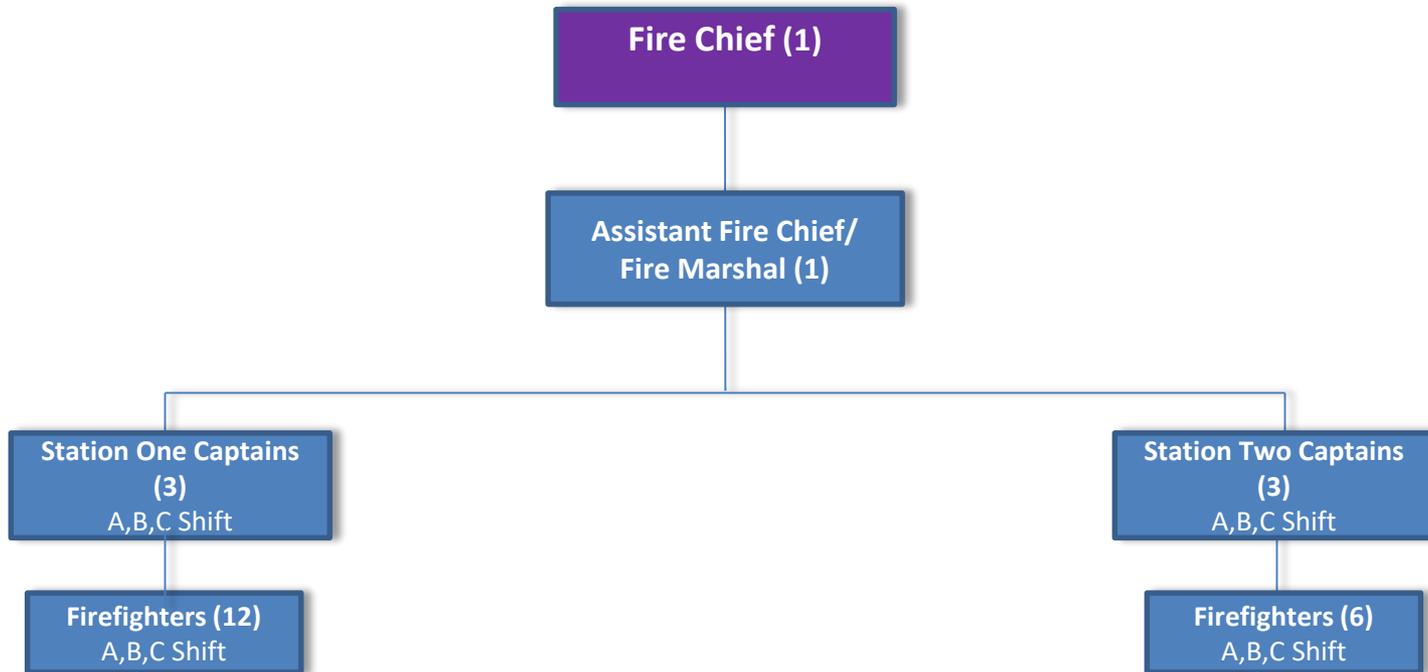
# DEVELOPMENT SERVICES DEPARTMENT



# COMMUNITY SERVICES DEPARTMENT



# FIRE DEPARTMENT



**FY 18-19 PAY PLAN - (Proposed for July FY 2019 - adjusted by 2.5%)**

**Exempt Positions**

<u>Position Title</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Previous Range</u>	
Public Works Director	\$ 100,000	\$ 142,000	\$ 92,715	- \$ 131,850
Finance Director	100,000	142,000	94,160	- 133,905
Development Services Director	100,000	142,000	92,715	- 131,850
Administrative Services Director	100,000	142,000	83,409	- 118,616
Town Clerk	95,000	134,900	68,423	- 97,305
Economic Development Director	95,000	134,900	66,520	- 94,599
Community Services Director	95,000	134,900	83,085	- 118,155
Town Engineer	91,357	129,727	89,128	- 126,749
Court Administrator	76,291	108,333	74,430	- 105,847
Chief Building Official/Plans Examiner	67,488	95,833	65,841	- 93,633
Recreation Manager	66,668	94,669	65,041	- 92,506
Parks Superintendent*	66,668	94,669	57,753	- 82,131
Streets Superintendent	66,073	93,824	64,461	- 91,669
Senior Planner	65,801	93,437	64,196	- 91,292
Community Center Manager	64,324	91,340	62,755	- 89,244
Network and Information Technology Administrator	61,920	87,926	60,409	- 87,839
Facilities/Environmental Supervisor	57,561	81,737	56,157	- 79,862
Events and Operations Supervisor	55,971	79,479	54,605	- 74,327
Senior Services Supervisor	55,749	79,164	54,389	- 77,346
Executive Assistant to Town Manager/Council	55,357	78,607	54,006	- 76,801
Civil Plans Examiner	55,203	78,395	53,851	- 76,586
Economic Development Analyst	54,479	77,360	53,150	- 75,585
Volunteer Coordinator	51,097	72,558	49,850	- 70,892
Senior Code Enforcement Officer	51,097	72,558	49,850	- 70,892
Recreation Program Coordinator	51,097	72,558	49,850	- 70,892
Operations Coordinator - Community Center	51,097	72,558	49,850	- 70,892
Accountant	51,097	72,558	49,850	- 70,892
Communications and Marketing Coordinator	51,097	72,558	49,850	- 70,892

**Non-Exempt Positions**

<u>Position Title</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Previous Range</u>	
GIS Technician/CAD Operator	\$ 26.08	\$ 37.04	\$ 25.44	- \$ 36.17
Information Technology Support Specialist	26.72	39.85	n/a <sup>A</sup>	- n/a <sup>A</sup>
Civil Engineering Inspector	22.65	32.17	22.09	- 31.41
Executive Assistant	21.25	30.18	20.73	- 29.48
Fleet Mechanic/Open Space-Landscape Specialist	20.73	29.44	20.22	- 28.75
Park Operations Lead	20.73	29.44	20.22	- 28.75
Facilities Maintenance Technician	19.19	27.25	18.72	- 26.62
Building Permit Technician	18.69	26.54	18.23	- 25.93
Senior Court Clerk	18.19	25.83	17.74	- 25.22
Street Maintenance Technician	18.19	25.83	17.74	- 25.22
Court Clerk	17.38	24.68	16.95	- 24.11
Financial Services Technician	17.38	24.68	16.95	- 24.11
Groundskeeper II	17.38	24.68	16.95	- 24.11
Accounting Clerk	16.83	23.90	16.41	- 23.33
Customer Service Representative II	16.83	23.90	16.41	- 23.33
Senior Services Activities Coordinator	16.46	23.38	16.05	- 22.82
Lead Park Attendant	16.46	23.38	16.05	- 22.82
Lead Operations Support Worker	16.46	23.38	n/a <sup>B</sup>	- n/a <sup>B</sup>
Customer Service Representative I	14.99	21.29	14.62	- 20.78
Home Delivered Meals Coordinator	14.66	20.82	14.30	- 20.33
Operations Support Worker	14.66	20.82	14.30	- 20.33
Custodian	13.55	19.25	13.21	- 18.79
Park Attendant	13.55	19.25	13.21	- 18.79
Senior Services Activities Assistant	13.55	19.25	13.21	- 18.79

\*Note: Position was reclassified; Previous Pay Ranges reflect previous position titles.

<sup>A</sup>Note: Information Technology Support Specialist is a new position for FY 2018-19

<sup>B</sup>Note: Lead Operations Support is a new position for FY 2018-19

**FY 18-19 PAY PLAN - (Proposed for January FY 2019 - adjusted by 2.5%)**

**Exempt Positions**

<u>Position Title</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Previous Range</u>	
Public Works Director	\$ 100,000	\$ 142,000	\$ 100,000	- \$ 142,000
Finance Director	100,000	142,000	100,000	- 142,000
Development Services Director	100,000	142,000	100,000	- 142,000
Administrative Services Director	100,000	142,000	100,000	- 142,000
Town Clerk	95,000	134,900	95,000	- 134,900
Economic Development Director	95,000	134,900	95,000	- 134,900
Community Services Director	95,000	134,900	95,000	- 134,900
Town Engineer	93,641	132,970	91,357	- 129,727
Court Administrator	78,199	111,043	76,291	- 108,333
Chief Building Official/Plans Examiner	69,176	98,230	67,488	- 95,833
Recreation Manager	68,335	97,036	66,668	- 94,669
Parks Superintendent	68,335	97,036	66,668	- 94,669
Streets Superintendent	67,725	96,170	66,073	- 93,824
Senior Planner	67,447	95,775	65,801	- 93,437
Community Center Manager	65,933	93,625	64,324	- 91,340
Network and Information Technology Administrator	63,468	90,125	61,920	- 87,926
Facilities/Environmental Supervisor	59,001	83,781	57,561	- 81,737
Events and Operations Supervisor	57,371	81,467	55,971	- 79,479
Senior Services Supervisor	57,143	81,143	55,749	- 79,164
Executive Assistant to Town Manager/Council	56,741	80,572	55,357	- 78,607
Civil Plans Examiner	56,597	80,372	55,203	- 78,395
Economic Development Analyst	55,841	79,294	54,479	- 77,360
Volunteer Coordinator	52,375	74,373	51,097	- 72,558
Senior Code Enforcement Officer	52,375	74,373	51,097	- 72,558
Recreation Program Coordinator	52,375	74,373	51,097	- 72,558
Operations Coordinator - Community Center	52,375	74,373	51,097	- 72,558
Accountant	52,375	74,373	51,097	- 72,558
Communications and Marketing Coordinator	52,375	74,373	51,097	- 72,558

**Non-Exempt Positions**

<u>Position Title</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Previous Range</u>	
GIS Technician/CAD Operator	\$ 26.74	\$ 37.98	\$ 26.08	- \$ 37.04
Information Technology Support Specialist	27.39	38.90	26.72	- 39.85
Civil Engineer Inspector	23.22	32.98	22.65	- 32.17
Executive Assistant	21.79	30.95	21.25	- 30.18
Fleet Mechanic/Open Space-Landscape Specialist	21.25	30.18	20.73	- 29.44
Park Operations Lead	21.25	30.18	20.73	- 29.44
Facilities Maintenance Technician	19.67	27.94	19.19	- 27.25
Building Permit Technician	19.16	27.21	18.69	- 26.54
Senior Court Clerk	18.65	26.49	18.19	- 25.83
Street Maintenance Technician	18.65	26.49	18.19	- 25.83
Court Clerk	17.82	25.31	17.38	- 24.68
Financial Services Technician	17.82	25.31	17.38	- 24.68
Groundskeeper II	17.82	25.31	17.38	- 24.68
Accounting Clerk	17.26	24.51	16.83	- 23.90
Customer Service Representative II	17.26	24.51	16.83	- 23.90
Senior Services Activities Coordinator	16.88	23.97	16.46	- 23.38
Lead Park Attendant	16.88	23.97	16.46	- 23.38
Lead Operations Support Worker	16.88	23.97	16.46	- 23.38
Customer Service Representative I	15.37	21.83	14.99	- 21.29
Home Delivered Meals Coordinator	15.03	21.35	14.66	- 20.82
Operations Support Worker	15.03	21.35	14.66	- 20.82
Custodian	13.89	19.73	13.55	- 19.25
Park Attendant	13.89	19.73	13.55	- 19.25
Senior Services Activities Assistant	13.89	19.73	13.55	- 19.25

Note: Director & Town Clerk positions not changed in January due to previous adjustment in July

## Schedule of Authorized Positions

Position Title	FY14-15 Authorized FTE	FY 15-16 Authorized FTE	FY 16-17 Authorized FTE	FY 17-18 Authorized FTE	FY 18-19 Proposed FTE
<b><u>Municipal Court</u></b>					
Presiding Judge	0.63	0.63	0.63	0.63	0.63
Court Administrator	1.00	1.00	1.00	1.00	1.00
Senior Court Clerk	1.00	1.00	1.00	1.00	2.00
Court Clerk	1.00	1.00	1.00	1.00	-
<b>Authorized FTE</b>	<b>3.63</b>	<b>3.63</b>	<b>3.63</b>	<b>3.63</b>	<b>3.63</b>
<b><u>Administration</u></b>					
Town Manager	1.00	1.00	1.00	1.00	1.00
Administrative Services Director	1.00	1.00	1.00	1.00	1.00
Executive Asst to Town Mgr/Council	1.00	1.00	1.00	1.00	1.00
Town Clerk	1.00	1.00	1.00	1.00	1.00
Volunteer Coordinator	1.00	1.00	1.00	1.00	1.00
Economic Development Analyst	-	-	-	1.00	1.00
Economic Development Specialist	1.00	1.00	-	-	-
Economic Development Director	-	-	1.00	1.00	1.00
Communications and Marketing Coordinator	-	-	-	0.20	0.20
Information Technology Administrator	1.00	1.00	-	-	-
Network & Information Technology Administrator	-	-	1.00	1.00	1.00
Information Technology Support Specialist	-	-	-	-	0.50
Finance Director	1.00	1.00	1.00	1.00	1.00
Accountant	1.00	1.00	1.00	1.00	1.00
Financial Services Technician	1.00	1.00	1.00	1.00	2.00
Accounting Clerk	0.63	0.63	1.25	1.25	-
Customer Service Representative II	0.70	1.00	1.00	1.00	1.00
<b>Authorized FTE</b>	<b>11.33</b>	<b>11.63</b>	<b>12.25</b>	<b>13.45</b>	<b>13.70</b>
<b><u>Public Works</u></b>					
Public Works Director	-	-	1.00	1.00	1.00
Civil Engineering Inspector	1.00	1.00	1.00	1.00	1.00
Executive Assistant	-	-	0.50	0.50	0.50
Town Engineer	-	-	-	-	1.00
Facilities/Environmental Supervisor	1.00	1.00	1.00	1.00	1.00
Facilities Maintenance Tech	1.00	1.00	1.00	1.00	1.00
Custodian	1.30	1.30	1.30	1.30	1.30
Streets Superintendent	1.00	1.00	1.00	1.00	1.00
Fleet Mechanic/Open Space-Landscape Spec	1.00	1.00	1.00	1.00	1.00
Traffic Signal Technician II	1.00	1.00	1.00	1.00	-
Street Maintenance Technician	1.00	1.00	1.00	1.00	2.00
<b>Authorized FTE</b>	<b>8.30</b>	<b>8.30</b>	<b>9.80</b>	<b>9.80</b>	<b>10.80</b>

<u>Position – Title</u>	<u>FY14-15 Authorized FTE</u>	<u>FY 15-16 Authorized FTE</u>	<u>FY 16-17 Authorized FTE</u>	<u>FY 17-18 Authorized FTE</u>	<u>FY 18-19 Proposed FTE</u>
<b><u>Development Services</u></b>					
Development Services Director	1.00	1.00	1.00	1.00	1.00
Executive Assistant	1.00	1.00	0.50	0.50	0.50
Town Engineer	1.00	1.00	1.00	1.00	-
Senior Planner	1.00	1.00	1.00	1.00	1.00
GIS Technician/CAD Operator	1.00	1.00	1.00	1.00	1.00
Senior Code Enforcement Officer	-	-	-	1.00	1.00
Code Enforcement Officer	1.00	1.00	1.00	-	-
Chief Building Official/Plans Examiner	1.00	1.00	1.00	1.00	1.00
Civil Plans Examiner	-	-	-	0.50	0.50
Building Permit Technician	1.00	1.00	1.00	1.50	1.50
<b>Authorized FTE</b>	<b>8.00</b>	<b>8.00</b>	<b>7.50</b>	<b>8.50</b>	<b>7.50</b>
<b><u>Community Services</u></b>					
Community Services Director	1.00	1.00	1.00	1.00	1.00
Recreation Manager	-	-	-	1.00	1.00
Recreation Supervisor	1.00	1.00	1.00	-	-
Recreation Program Coordinator	2.00	2.00	2.00	2.00	2.00
Tourism Coordinator	1.00	1.00	1.00	-	-
Communications and Marketing Coordinator	-	-	-	0.80	0.80
Executive Assistant	1.00	1.00	1.00	1.00	1.00
Parks Supervisor	1.00	1.00	1.00	1.00	-
Parks Superintendent	-	-	-	-	1.00
Park Operations Lead	1.00	1.00	3.00	3.00	3.00
Lead Park Attendant	0.49	0.49	0.49	0.49	0.49
Park Attendant	1.96	1.96	1.96	1.96	1.96
Groundskeeper	3.00	3.00	1.00	-	-
Groundskeeper II	-	-	-	1.00	1.00
Customer Service Representative II	0.30	-	-	-	0.88
Customer Service Representative I	0.88	0.88	0.88	0.88	-
Community Center Manager	-	-	-	1.00	1.00
Events & Operations Supervisor - CC	1.00	1.00	1.00	-	-
Operations Coordinator - Community Center	1.00	1.00	1.00	1.00	1.00
Operations Support Worker	1.65	1.65	1.65	1.65	0.37
Lead Operations Support Worker	-	-	-	-	1.28
Senior Services Supervisor	1.00	1.00	1.00	1.00	1.00
Senior Services Activities Coordinator	0.58	0.58	0.58	0.58	0.58
Home Delivered Meals Coordinator	0.75	0.75	0.75	0.75	0.75
Senior Services Activities Assistant	0.45	0.45	0.45	0.45	0.45
<b>Authorized FTE</b>	<b>21.06</b>	<b>20.76</b>	<b>20.76</b>	<b>20.56</b>	<b>20.56</b>
<b>Total Authorized FTE</b>	<b><u>52.32</u></b>	<b><u>52.32</u></b>	<b><u>53.94</u></b>	<b><u>55.94</u></b>	<b><u>56.19</u></b>



**Job Title: Accountant**

**Department:** Administration

**Immediate Supervisor:** Finance Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs various accounting duties including processing cash receipts, accounts receivable, and journal entries. Creates and posts entries to the general ledger, reconciles general ledger accounts, and prepares monthly reports. Administers the Procurement Card program and is the liaison for all banking matters. Gathers information for and works closely with auditors. Assists with the preparation of the annual budget and CAFR. Provides support for the MUNIS system.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Maintains records, databases (MUNIS, Access, etc.) and reports. Provides support for MUNIS system, including contacting Tyler Technologies, to correct any issues.
2	S	Creates and posts journal entries, reconciles general ledger accounts to journals, reviews, codes and enters cash receipts, reconciles bank statements, assists with budget preparation and works with the auditors on the annual audit.
3	S	Prepares monthly revenue and expenditure journals, monitors expenditures to notify departments when budget line items are exceeded, respond to department requests for revenue and expenditure detail reports. Prepares semi-annual improvement district billings, prepares payoff statements and lien releases.
4	S	Administers the Procurement Card program and is the liaison for all banking matters. This includes monitoring the online P-Card database to ensure cardholder/supervisor compliance with timely reconciliation of accounts and contacting customer support with cardholder issues.
5	S	Prepares various reports such as the monthly sales tax report, quarterly worker's compensation report, monthly revenue and expenditure reports for the department heads, and the fuel inventory allocation report.
6	S	Assists the Finance Director and Town Manager with projects as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Bachelor's degree or equivalent in Accounting. Knowledge of accounting principles, practices, and procedures on manual and automated systems, plus ability to work with detail, and good organizational skills; skilled in dealing with financial and numeric data and use of Excel spreadsheets and other accounting software. **
Experience	Minimum of two (2) years experience in clerical accounting
Certifications and Other Requirements	
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read manuals, contracts, general ledger reports, budget reports and general correspondence.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division as well as business math.
Writing	Work requires the ability to write memos, emails, and documenting procedures.
Managerial	None.
Budget Responsibility	Work requires the ability to coordinate and prepare the annual budget. Job requires the monitoring of department budget expenditures.
Supervisory / Organizational Control	None.
Complexity	Work requires analysis and judgment in accomplishing diversified duties. Work requires the exercise of independent thinking within the limits of policies, standards, and precedents.
Interpersonal / Human Relations Skills	The incumbent in this position contacts others within the organization. These contacts may be involved in decision making or providing approval or decision making authority for purchases or projects. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> <b>Sedentary</b>	<input type="checkbox"/> <b>Light</b>	<input type="checkbox"/> <b>Medium</b>	<input type="checkbox"/> <b>Heavy</b>	<input type="checkbox"/> <b>Very Heavy</b>
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

<b>PHYSICAL DEMANDS</b>	<b>FREQUENCY CODE</b>	<b>DESCRIPTION</b>
Standing	F	Filing, making copies, faxing
Sitting	F	Deskwork
Walking	F	To and from office equipment, other offices, mailroom
Lifting	O	Files, office supplies, binders
Carrying	O	Files, mail, binders
Pushing/Pulling	R	File boxes
Reaching	F	For supplies, files, and mail
Handling	C	Paperwork
Fine Dexterity	F	Computer keyboard, calculator, telephone keypad, writing
Kneeling	O	Filing in lower drawers
Crouching	O	Filing in lower drawers
Crawling	N	N/A
Bending	F	Filing in lower drawers
Twisting	F	From computer to other desk areas and bookcase
Climbing	O	Ladder to reach files, stairs
Balancing	N	N/A
Vision	C	Reading, computer monitor
Hearing	C	Communicating with the public and personnel both in person and on the phone
Talking	F	Communicating with the public and personnel both in person and on the phone
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Calculator, copier, fax machine, telephone, typewriter, printer, general office supplies, computer and related software such as MIP, Excel, Word and Access.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Accounting Clerk**

**Department:** Administration

**Immediate Supervisor:** Finance Director

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs data entry functions for business licenses, animal licenses, cash receipts and accounts payable. Assists with peddler’s licenses and new business license accounts. Files business and animal licenses. Provides front desk coverage for Customer Service when required.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Processes all business license data entry batches. Coordinates business license renewal change approvals with Planning & Zoning. Assists with business license inquiries which include answering telephone calls and sending out correspondence, as well as obtaining approvals from other Town departments. Assists with business license cancellations.
2	S	Processes all animal license data entry batches. Assists with inquiries regarding animal licensing through telephone calls and written correspondence. Works with others on problem resolution.
3	S	Performs data entry with accounts payable as needed and assigned. Assists with peddler’s licenses and business license new accounts as needed and assigned.
4	S	Processes data entry batches for all daily cash receipts. Files business and animal licenses. Sets up and prints labels for new business license folders. Files new and cancelled business license folders.
5	S	Assists with coverage at customer service front desk during lunch hours and serves as backup when necessary. Maintains records, files and manages archiving and records destruction schedules.
6	S	Performs other duties as needed and assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources.
Experience	A minimum of one year accounting experience. Must be computer literate. Knowledge of Microsoft Word, Microsoft Excel, Access, CLASS, ActiveNet, and MUNIS preferred.
Certifications and Other Requirements	
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read invoices, license applications, purchase orders, reports, and general correspondence. Attention to detail is a requirement of this position.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division, as well as business math.
Writing	Work requires the ability to write memos, emails, and documenting procedures.
Managerial	Planning responsibilities include the timing of license reports and other deadlines.
Budget Responsibility	Job has no responsibility for budget allocations.
Supervisory / Organizational Control	None
Complexity	Work requires analysis and judgment in accomplishing diversified duties. Work requires the exercise of independent thinking within the limits of policies, standards, and precedents.
Interpersonal / Human Relations Skills	The incumbent in this position contacts others within the organization as well as outside. Interactions occur in person as well as via telephone.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Filing, making copies, and faxing
Sitting	C	Deskwork
Walking	O	To and from office equipment, mailroom, and other departments
Lifting	R	Files, boxes, and books
Carrying	O	Files, office supplies, books, and boxes
Pushing/Pulling	R	File boxes
Reaching	F	For supplies, files, mail slots, telephone
Handling	C	Paperwork
Fine Dexterity	F	Computer keyboard, calculator, telephone keypad, writing
Kneeling	O	Filing in lower drawers
Crouching	O	Filing in lower drawers
Crawling	N	N/A
Bending	O	Filing in lower drawers
Twisting	F	From computer to other desk areas
Climbing	R	Ladder to reach files, stairs
Balancing	R	While on ladder reaching for files
Vision	C	Reading, computer monitor
Hearing	C	Communicating with the public and personnel both in person and on the phone
Talking	F	Communicating with the public and personnel both in person and on the phone
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Calculator, copier, fax machine, telephone, typewriter, printer, general office supplies, computer and related software such as MIP, Tyler, Access, Outlook and Excel

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Administrative Services Director**

**Department:** Administration

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Under administrative direction, performs complex management and technical duties as the Human Resources Manager and Risk Manager, with responsibility for directing the Town’s administrative services programs.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Provides counsel and advice to insure effective management of the Town’s human resources through organization planning, recruitment and selection, placement, compensation, classification, employee relations, group benefits administration, safety and training. Ensures compliance with organization’s policies and procedures, federal, state, and local laws/regulations. Establishes effective relationships with management throughout the organization in order to provide appropriate support for their activities. Provides information to others as needed in order to fulfill their responsibilities. Participates in relevant professional associations, establishes and maintains appropriate relationships with oversight agencies.
2	S	Assures effective communications with Town management, interprets and explains Federal, state and Town personnel rules and regulations; evaluates and analyzes policies and procedures, and recommends solutions; assures that policies and procedures are administered and interpreted in a fair and consistent manner.
3	S	Administers and participates in the development of the Town’s Risk Management Program, attends Loss Control Meetings, evaluates insurance coverage, loss exposure and potential loss in order to determine risks. Serves as the Town’s liaison with consultants and attorneys contracted by the Town to review general liability, claims, and other insurance programs and with other agencies contracted by the Town to investigate claims against the Town.
4	S	Manages special projects; analyzes Town operations; reviews and monitors status reports, and recommends appropriate actions and plan modifications. Establishes priorities and assures program objectives and standards are defined, attained and congruent with the overall goals of the Town.
5	S	Performs other duties as assigned or required.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Bachelors Degree in Public/Business Administration or related field required. Master's Degree preferred.
Experience	Five (5) years professional experience in municipal government, including three (3) years supervisory and management experience required.
Certifications and Other Requirements	IPMA-CP or SPHR certification is highly desirable.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Skill in reading, interpreting, understanding and applying personnel standards and procedures, applicable Federal rules and regulations, and Town policies and procedures.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division and to prepare statistics for budgets.
Writing	Work requires the ability to write general correspondence, articles, letters, and reports at a college level.
Managerial	Skill in effectively leading staff and creating a work environment that fosters teamwork and professionalism. Skill in managing multiple projects and prioritizing multiple tasks and demands.
Budget Responsibility	Prepares and oversees the budget of Human Resources and Risk Management.
Supervisory / Organizational Control	None
Complexity	Skill in analyzing complex issues, collecting information, and recommending methods, procedures and techniques for resolution of issues. Skill in analyzing and interpreting technical documents, and preparing complex reports.
Interpersonal / Human Relations Skills	Skill in effective communication, both verbal and written. Skill in establishing and maintaining cooperative working relationships with employees, officials, other agencies and the general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
---	---	---	---	---------------------------

*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Copier, fax machine, presentations.
Sitting	C	Computer, desk work, paperwork, meetings, driving
Walking	C	Inter-office, to/from other buildings, to/from meetings
Lifting	R	Supplies
Carrying	R	Reports, supplies, files, paperwork
Pushing/Pulling	R	Boxes, doors, chairs, filing cabinet drawers
Reaching	F	Office supplies, files
Handling	F	Paperwork
Fine Dexterity	C	Computer keyboard, writing, telephone keypad, calculator
Kneeling	R	Retrieving files
Crouching	R	Retrieving files
Crawling	N	
Bending	R	Retrieving files
Twisting	F	To/from computer to desk, retrieving files
Climbing	R	Stairs
Balancing	N	
Vision	C	Computer, desk work, paperwork, writing, reading, use of office equipment, driving
Hearing	C	Telephone, co-workers, staff, supervisor, Council members, Town manager, directors, attorneys, representatives, meetings, presentations, training
Talking	C	Telephone, co-workers, staff, supervisor, Council members, Town Manager, directors, attorneys, representatives, meetings, presentations, training
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Copy machine, fax machine, telephone, calculator, general office supplies, computer and related software, laser or inkjet printer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
---	---	---	---	---------------------------

NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Building Permit Technician**

**Department:** Development Services

**Immediate Supervisor:** Chief Building Official/Plans Examiner

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Processes building permit applications. Provides assistance to the public. Maintains files and plans for active and completed building permits.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Receives and processes building permit applications and plans by assigning a permit number, calculating and collecting plan review fee, inputting data into the computer and preparing documents for plan review. Provides status information until issued.
2	L	Processes completed permit applications and plans by preparing approved documents, calculating valuation and fees. Inputs data into computer, contacts applicants, collects permit and development fees and issues permits.
3	S	Provides information in reference to building codes and procedures to the general public, contractors, engineers at counter and on the telephone and, if necessary, routes them to the correct department.
4	S	Provides accurate and expeditious information to field inspectors and other departments to assist them in performing their duties.
5	L	Accurately files and maintains building permits, plans, and inspection tickets. Purges and disposes of old files as required by records retention policy.
6	S	Researches and inputs permit information to generate reports required for submittal to various government agencies.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four year of high school or equivalency.
Experience	Minimum of 2 years customer service experience in a construction and office environment.
Certifications and Other Requirements	Building Permit Technician Certification required within first six months of employment. Must be bondable.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Ability to read and comprehend permit applications, construction plans and inspection tickets and building codes.
Math	Ability to calculate permit valuations, plan review fees, permit fees, count money, calculate refunds according to building code.
Writing	Ability to write inspection tickets, permits, certificate of occupancy, compose letters, check requests and requisitions.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Requires the ability to understand building codes and procedures, and the ability to use multiple computer programs.
Interpersonal / Human Relations Skills	Position frequently contacts others within the organization and external customers. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Assisting customers, filing, making copies
Sitting	F	Deskwork
Walking	F	Throughout the office for various tasks and back and forth to counter.
Lifting	F	Building permit plans and files.
Carrying	F	Building permit plans and files.
Pushing/Pulling	R	Putting away rolled plans in bins.
Reaching	F	Small objects, books, rolled plans in bins (retrieving).
Handling	F	Paper work, office supplies
Fine Dexterity	F	Keyboard, telephone keypad, writing
Kneeling	O	Filing in lower drawers
Crouching	O	Filing in lower drawers
Crawling	R	Filing in lower drawers
Bending	O	Filing in lower drawers
Twisting	O	Deskwork
Climbing	O	Step stool for building plans
Balancing	R	Carrying files and plans.
Vision	C	Computer monitor, building plans and reading.
Hearing	C	Communicating with public, co-workers, telephone
Talking	F	Communicating with public, co-workers, telephone
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Copy machine, fax, telephone, computer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Chief Building Official/Plans Examiner**

**Department:** Development Services

**Immediate Supervisor:** Development Services Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Incumbent is authorized and directed to enforce the provisions of the adopted codes, render interpretations of adopted policies and procedures in order to apply code provisions. Approves alternate materials and methods. Responsible for administration of the building codes. Inspects buildings to verify compliance with codes, drawings, and contracts. Supervises subordinate staff to ensure building permitting process is effective and efficient.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Provides administrative and technical support to all staff members to ensure compliance with adopted codes and standards. Assures that reviews and inspections are done in a timely and professional manner. Prepares and presents policies, programs and education for the staff based on the most current codes and technologies available, ensuring that the best resources are available for the building community. Administers the town Building Safety Board of Appeals.
2	L	Inspects residential and commercial buildings to verify compliance with subject codes, approved drawings, and contract documents. Proactively investigates unpermitted work activity requiring building permits.
3	S	Monitors department budget, expenditures and forecasting future needs.
4	S	Reviews proposed construction documents for conformance with model building (general, structural, fire and life safety), electrical, fuel gas, mechanical and plumbing codes as adopted or amended by the Town. Advises applicants of needed changes with written checklists and plan review reports.
5	S	Ensures retention and organization of public and private records meet state statutes, as well as make for efficient use of employee resources.
6	S	Assists the public by promptly answering technical code questions on the phone and at the front counter, explains plan review comments and code requirements, provides code interpretations, and otherwise assists applicants in meeting requirements as they proceed through the development review process. Responds to public concerns related to building safety. Investigates and resolves all complaints.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with a two year associate's degree, diploma or equivalent from a college, technical, business, vocational, or correspondence school. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Ten years of municipal government building code inspection and or plans examiner work, including three years of supervisory experience.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. ICC Combination Inspector, Plans Examiner and Certified Building Official certification preferred. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Ability to read and understand technical manuals, codes, construction plans and engineering documents.
Math	Ability to preform basic addition, subtraction, multiplication, division and algebra.
Writing	Basic writing skills should include proper use of grammar and structure for the purpose of correspondence and report writing.
Managerial	Occasionally supervises contractors as needed
Budget Responsibility	Assists Division Director in assessing budgetary needs for the building permit, plan review, and inspection functions. Monitors expenditures throughout the year.
Supervisory / Organizational Control	Supervises subordinate staff related to the building permitting. May supervise additional staff as Town needs
Complexity	Requires considerable initiative and independent analytical and evaluative judgment.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Front counter and job sites
Sitting	F	Desk work, plan review, driving
Walking	F	Office, job sites with un-even terrain
Lifting	R	Plan rolls, ladders
Carrying	R	Plan rolls, ladders
Pushing/Pulling	F	Doors, gates
Reaching	F	Plan storage, at job sites
Handling	F	Paper, books, plans
Fine Dexterity	O	Phone, computer
Kneeling	F	During the course of inspections
Crouching	F	During the course of inspections
Crawling	F	During the course of inspections
Bending	F	During the course of inspections
Twisting	F	During the course of inspections
Climbing	F	During the course of inspections
Balancing	F	During the course of inspections
Vision	C	During the course of inspections, plan reviews and driving
Hearing	C	Personal communication, phone, meetings
Talking	C	Personal communication, phone, meetings
Foot Controls	F	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Hand tools, tape measure, ladder, flashlight, screw driver, computer , fax, telephone, and general office supplies

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	S	Extreme Temperatures	S
Chemical Hazards	S	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	S	Respiratory Hazards	S
Explosives	S	Physical Hazards	M
Communicable Diseases	S		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Steel toe boots, hard hat, safety glasses, ear protection

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Civil Engineering Inspector**

**Department:** Public Works

**Immediate Supervisor:** Public Works Director

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

To conduct inspections of construction projects and public works that insure all work is completed in accordance with Town codes and ordinances, MAG standards, ADOT standards and to assure contract compliance for approved plans and specifications.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Inspects grading, drainage, pipelines, paving, concrete work, landscaping, utility modifications, retaining walls, concrete drainage structures and building infrastructure construction for compliance with codes and ordinances.
2	L	Provides final and one year warranty inspections for subdivisions and issues substantial compliance letters. Field checks and signs off on all "as-built" submittals.
3	L	Performs surveying, permit processing and related technical services. Reviews capital improvement projects for the Town.
4	L	Informs contractors of non-compliance and follows up on compliance work. Informs residents about construction zones, including types of construction and duration of projects..
5	L	Responds to and resolves complaints by citizens. Assists other departments as needed.
6	L	Performs other related duties as required.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	High School or GED. Knowledge of MAG standards, Town standards and ordinances, some ADOT standards, basic surveying, traffic control, materials, equipment operations, and construction principles and practices.
Experience	Minimum five years civil construction inspection experience. Background experience in civil engineering technical areas. Experience using MAG specifications and details for street construction essential. Local technical knowledge beneficial
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Ability to read technical plans, specifications and other related documents.
Math	Ability to perform general math calculations.
Writing	Ability to write reports and keep logs.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work requires analysis and judgment in accomplishing diversified duties. Requires the exercise of independent thinking within the limits of policies, standards and precedents.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town which may be involved in decision making or providing approval or decision making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various county, state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Job sites
Sitting	F	Driving, desk work
Walking	F	Job sites
Lifting	O	Tools and equipment
Carrying	O	Tools and equipment
Pushing/Pulling	O	During inspections
Reaching	O	During inspections, in truck or office
Handling	O	Paperwork
Fine Dexterity	O	Computer keyboard, telephone keypad
Kneeling	O	During inspections
Crouching	O	During inspections
Crawling	R	During inspections
Bending	F	During inspections
Twisting	O	During inspections
Climbing	O	During inspections, hills, rocks, ladders, scaffolding
Balancing	O	On ladders or walls
Vision	C	All aspects of work
Hearing	C	All aspects of work
Talking	F	Communicating and on telephone and radio
Foot Controls	C	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Levels, eye level, survey equipment, tape measure, hammers, probes, shovel, cameras, temperature gauges, cell phone and truck.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	D	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	M
Fire Hazards	M	Respiratory Hazards	M
Explosives	M	Physical Hazards	D
Communicable Diseases	M		
Physical Danger or Abuse	M		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Steel toed shoes, hardhat

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	R
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Civil Plans Examiner (Part-Time)**

**Department:** Development Services

**Immediate Supervisor:** Development Services Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs residential and commercial plan reviews by applying knowledge of applicable codes, ordinances and standards. Writes letters, interprets codes, and coordinates reviews with other Town departments. Provides direction to the public, architects, engineers, developers and contractors regarding Town development and permitting processes.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Reviews and comments on construction improvement plans and reports for water, sewer, reclaimed water, paving, landscape, street light, traffic signal, signing & striping, grading & drainage, fire line, and storm water pollution prevention. Ensures these documents comply with applicable zoning codes, ordinances, standards, and amendments governing uniform construction.
2	S	Prepares and maintains records of plan reviews, and enters project data into the Town’s tracking system. May assist with the development, maintenance, and training in the use of electronic plan review software.
3	L	Approves or denies plans, reports, and encroachment permits related to infrastructure not limited to water, sewer, stormwater systems, streets, etc. Signs off on and if necessary obtains additional signatures as required for approved plans and reports.
4	S	Reviews and comments on zoning, site plans, preliminary plats, final plats, parking, lighting, maps of dedication, preliminary and master reports for water, sewer, reclaimed water, traffic, and drainage. Ensures these documents comply with applicable codes, ordinances, and standards. Assists in the review of rezone applications and general plan amendments.
5	L	May attend pre-application meetings and other meetings and provide external customers with guidelines to comply with town standards and ordinances; and presents known issues on projects.
6	S	Works directly with external customers and town staff to resolve potentially challenging situations related to plan and report requirements, permit procedures, status reviews, problem areas, changes needing correction, contractor responsibilities, etc. External customers include the general public, property owners, developers, contractors, engineers, architects, and consultants.
7	S	Performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with a two year associate's degree, diploma or equivalent from an accredited college, technical, business, or vocational school. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Minimum of three years experience in a directly related field is required.
Certifications and Other Requirements	ICC (or equivalent) certification (s) related to plans examination is preferred.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Ability to read and understand general correspondence, technical manuals, codes, construction plans and engineering documents.
Math	Ability to perform basic addition, subtraction, multiplication, division, geometry, and algebra calculations.
Writing	Basic writing skills should include proper use of grammar and structure for the purpose of correspondence and report writing in order to ensure clear communication.
Managerial	None, but may provide advice/direction to an employee with less experience/skill or tenure.
Budget Responsibility	None, but may assist in the monitoring of expenditures throughout the year.
Supervisory / Organizational Control	None
Complexity	Broad application – requires skills and knowledge in approaches and systems, which may affect the design and implementation of programs, solutions for complex issues, and/or processes. Some decision-making abilities may be necessary to apply skills effectively.
Interpersonal / Human Relations Skills	Moderate – Interactions may involve support of controversial positions or the negotiation of sensitive issues or important presentations. Contacts may also involve stressful, negative interactions requiring high levels of tact and the ability to respond to aggressive interpersonal interactions.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Front counter and job sites
Sitting	F	Desk work, plan review, driving
Walking	F	Office, job sites with un-even terrain
Lifting	O	Plan rolls, files, equipment
Carrying	O	Plan rolls, files, equipment
Pushing/Pulling	R	Doors, chairs, removing debris during investigations
Reaching	O	Filing, plans, conducting field observations
Handling	F	Paper, books, plans
Fine Dexterity	F	Phone, computer
Kneeling	R	Field reviews, inspections, investigations, observations
Crouching	R	Field reviews, inspections, investigations, observations
Crawling	R	Field reviews, inspections, investigations, observations
Bending	R	Field reviews, inspections, investigations, observations
Twisting	R	Field reviews, inspections, investigations, observations
Climbing	O	Stairs ladders, conducting investigations, observations
Balancing	O	Stairs ladders, conducting investigations, observations
Vision	C	Computer, desk work, writing, reading, use of office equipment, observations
Hearing	C	Personal communication, phone, meetings
Talking	C	Personal communication, phone, meetings
Foot Controls	R	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Telephone, copier, fax, general office supplies, computer, Microsoft Windows and other standard software, calculator, internet.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	S
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	S
Explosives	N	Physical Hazards	S
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	Y		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	X

- (1) Construction hazards at areas of proposed or ongoing construction
- (2) Areas of proposed or ongoing construction

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Communications & Marketing Coordinator**

**Department:** Community Services & Administration

**Immediate Supervisor:** Community Services Director and Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Coordinates and assists with the Town’s Communication and Marketing efforts. Promotes and develops various strategies, including special events, marketing, tourism, partnerships, press releases, and other branding efforts. Analyzes the effectiveness of various Tourism, Marketing, and Communication strategies. Exercises a high degree of discretion, independent judgment, and courtesy in all interactions with the public. Under direction from the Town Manager, is responsible for disseminating and communicating information about the Town to residents, businesses, community groups, and the media. Promotes the Town's image and may function as a media liaison, and handles community relations. Coordinates electronic and print media activities, advertising; writing articles for publication; and graphic design.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Plan, organize, implement and analytically evaluate tourism programs; maintain and regularly update the Town's Tourism website and social media posts; create and regularly update the Town's special event calendar.
2	S	Researches facts, develops concepts, and drafts text for printed materials, including fliers, articles, ads and brochures, coordinates graphic design of materials.
4	L	Under the direction of the Recreation Supervisor, collaborates with organizations such as local businesses, the Chamber of Commerce, Fort McDowell, AZ Office of Tourism, Arizona Tourism Alliance and other regional/state organizations to promote and support the local economy
5	S	Under the direction of the Town Manager, prepares or coordinates the preparation of calendars, social media communications, website information, newsletters, brochures, public service announcements, news releases, and other communication services and informational reports or documents related to Town activities and services. Responsible for correspondence, editorials, and other communications as directed.
6	L	Under the direction of the Town Manager, may handle community relations by answering questions from citizens, organizing and operating Town booths at events, serving as Town liaison/representative at meetings, and performing internal communication tasks.
7	L	Performs other duties as assigned, including assisting with special events, research and written communication on behalf of the Town, conducting survey and focus groups to obtain and/or disseminate information. May also assist in grant writing and budgetary estimates.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in, Public Relations, Journalism, Marketing, Public Administration, Tourism or a closely related field. Other knowledge requirements include the general theories, principles, and practices of marketing, public relations, public information, and basic communication techniques. Effective oral presentation skills, and the ability to organize and clearly present information in an interesting manner, both verbally and in writing is essential.
Experience	One to three years experience involving marketing, programming and coordinating tourism, special events, public relations or related field or activities is required.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. Must have the ability to work a flexible schedule to include occasional evenings, weekends and holidays. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read technical information and data, policies, guidelines, and procedures at a college level. Also requires the ability to interpret and utilize the English language and terminology used by various media.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division and percentages
Writing	Work requires the ability to write reports, policies, goals, and objectives in a manner that is creative to ensure audience interest.
Managerial	Coordinating activities to meet deadlines
Budget Responsibility	May assist with preparation of annual tourism budget
Supervisory / Organizational Control	Coordinates activities in order to ensure consistency to further Town Tourism and Communication efforts
Complexity	Work is governed by broad instructions, objectives and policies. Requires the exercise of considerable initiative and independent analytical and evaluative judgment.
Interpersonal / Human Relations Skills	Work requires a high level of interaction with others outside the Town and requires exercising considerable initiative and independent judgment that supports Town efforts. Requires the ability to establish and maintain effective working relationships with coworkers, Town management, business owners, contractors, media personnel, citizens, and the general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	At special events and programs
Sitting	F	Deskwork
Walking	F	Around offices and during special events
Lifting	R	Supplies and equipment
Carrying	R	Supplies and equipment
Pushing/Pulling	R	Supplies and equipment
Reaching	R	For supplies and equipment
Handling	O	Supplies and equipment
Fine Dexterity	R	Supplies and equipment
Kneeling	R	Retrieving items from the ground
Crouching	R	Retrieving items from the ground
Crawling	R	Retrieving items from the ground
Bending	R	Retrieving items from the ground
Twisting	R	Retrieving items from the ground or from shelving
Climbing	R	Ladder
Balancing	R	Ladder
Vision	F	Reading, driving, observing work activities
Hearing	F	Communicating with personnel and general public on telephone
Talking	F	Communicating with personnel and general public on telephone
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Copy machine, fax machine, telephone, calculator, general office supplies, computer and related software, laser or inkjet printer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Community Center Manager**

**Department:** Community Services

**Immediate Supervisor:** Community Services Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Plans, organizes, and manages the daily operations, bookings, marketing, financial objectives, budget, and staff of the Town of Fountain Hills Community Center including the activities and operations of senior services operations, home-delivered meal program, and other senior activities. Non-traditional work hours are required including nights, weekends, early mornings, and possibly holidays.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Manages the operations; including scheduling, leasing, and marketing of the Fountain Hills Community Center for multiple purposes including recreation, special interest activities, special events, and senior services; senior services activities include the home-delivered meal program and other social service programs; assures that the facility is clean, safe, secure, properly prepared, and in compliance with state, Federal, and Town requirements.
2	S	Meets with clients, assists in event planning, and explains Town policies and procedures; identifies available resources for rental, and defines equipment and services to be provided by the Community Center; prepares cost estimates and writes proposals; prepares contractual agreements and resolves contractual issues.
3	L	Promotes the Community Center, and encourages participation in Town programs and events; answers questions on the use of facilities, and coordinates work with public and private sector organizations, community groups, business and service clubs, and regional government agencies.
4	L	Works with event promoters and senior services staff to coordinate special events and programs; manages event calendars; oversees the development of marketing materials. Reviews operational information and trends, and creates summary reports and recommendations.
5	S	Assures effective communication and coordination with operations and senior services staff; coordinates with other Town departments to assure customers are in compliance with technical requirements for facility events.
6	L	Manages operational and administrative issues; supervises staff, and assigns priorities and projects; coaches staff and evaluates performance; assures that assignments are defined and achieved; meets regularly with staff to discuss and resolve priorities, workload, budgets, and technical issues; reviews the work of assigned staff to assure the work quality and the timely accomplishment of assigned duties and responsibilities.
7	S	Provides leadership, direction and guidance in planning, program development priorities, and customer service issues; assures the effective allocation and utilization of budgeted funds. Supports and promotes Community Services Department initiatives through cross-divisional collaboration and communication.
8	S	Manages various related projects and performs other related duties as assigned

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Bachelor's degree in business, public administration, marketing, hospitality/tourism, or related field.
Experience	Minimum of three (3) years experience in marketing, hospitality or facilities management in a convention center, conference center, senior services center, including one year of supervisory experience. Previous work experience in a municipal environment preferred.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record; evening, weekend, early morning and holiday work required; possession of , or ability to obtain within six months of hire, CPR/AED Certification. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and interpret policies and procedures, contracts, comprehend and make inferences from written materials.
Math	Work requires the ability to make basic math calculations such as addition, subtraction, multiplication, division and percentages.
Writing	Produce written documents in the English language with clearly organized thoughts using proper sentence construction, punctuation, and grammar.
Managerial	Review the work of others and ensure conformance to standards. Responsibilities include collecting and tracking event information, maintaining contract documents, collection and accounting of money; training event staff.
Budget Responsibility	Prepares documents and conducts research on other event facilities in order to be competitive in the current marketplace. Responsible for monitoring and tracking funding sources, revenues and expenditures for Community Center.
Supervisory / Organizational Control	Work cooperatively with other employees, clients, management, and general public. Direct and manage the work activities of multiple support staff groups and satisfy the contract requirements for multiple events occurring simultaneously.
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment. Requires the ability to exercise decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.
Interpersonal / Human Relations Skills	Position requires frequent contact with others internally and externally. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers, and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

<b>PHYSICAL DEMANDS</b>	<b>FREQUENCY CODE</b>	<b>DESCRIPTION</b>
Standing	F	At events and programs
Sitting	C	Office and paperwork
Walking	F	Facility tours, final walk through with client, attending various outside events
Lifting	R	Supplies and equipment, event setup. Set up at trade shows, etc.
Carrying	R	Supplies and equipment, event setup.
Pushing/Pulling	R	Supplies and equipment, event setup
Reaching	R	Supplies and equipment, event setup
Handling	R	Supplies and equipment
Fine Dexterity	R	Supplies and equipment
Kneeling	R	Supplies and equipment
Crouching	R	Supplies and equipment
Crawling	R	Supplies and equipment, event setup.
Bending	O	Supplies and equipment, event setup.
Twisting	R	Supplies and equipment, event setup.
Climbing	N	
Balancing	N	
Vision	C	Reading, observing activities, driving
Hearing	C	Communicating with personnel and general public
Talking	C	Communicating with personnel and general public
Foot Controls	O	Driving to and from outside events

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, audiovisual equipment, and supplies related to event setup.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	M
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	X
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title:** Community Services Director

**Department:** Community Services

**Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Responsible for the oversight and operation of Parks and Recreation, Community Center and Senior Services. Overall fiscal responsibility concerning the department budget preparation, submission, defense and the oversight of expenditures. Responsible for the long term planning and development of the department.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Overall fiscal responsibility for the preparation, defense and adherence to the department's annual budget.
2	L	Works with a wide variety of community and civic organizations in the development of recreational programs, activities, and goals and objectives.
3	L	Plans and directs park and recreational facility acquisition, development and improvements.
4	L	Formulates rules, policies and procedures associated with the public's use of facilities and their enrollment in programs.
5	L	Overall responsibility for the preparation and defense of recommendations regarding fees for the use of facilities and their enrollment in programs, and the collection of these fees.
6	L	Overall responsibility for the training, retention and supervision of all Department employees.
7	S	Performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Parks & Recreation.
Experience	Seven (7) years experience in municipal recreation including at least three (3) years in direct supervision.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. Certified Parks and Recreation Professional (CPRP) status preferred. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read reports, letters, correspondence, schedules, budget materials, requisitions.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Ability to write clearly and concisely utilizing appropriate sentence structure, grammar and punctuation. Work requires the ability to write reports, letters, correspondence.
Managerial	Ability to manage the department effectively, efficiently and in a proactive manner.
Budget Responsibility	Ability to prepare and defend the annual budget, including operational and capital improvement expenditures. Upon adoption, responsible for the overall compliance with the spending limits contained therein.
Supervisory / Organizational Control	Overall responsibility for the supervision and oversight of employees and the various operational components of the Department.
Complexity	Requires the ability to simultaneously handle diverse tasks of varying priorities in an effective manner, with a focus on accomplishing results.
Interpersonal / Human Relations Skills	Position requires frequent contact with the public and various organizations on a variety of topics, many of which can be difficult and require a great deal of tact and diplomacy. Ability to work effectively with subordinates, peers, the media, and the public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At park sites and at recreational facilities
Sitting	F	Office work, meetings and driving
Walking	F	Throughout park sites and facilities
Lifting	R	Various equipment and supplies
Carrying	R	Various equipment and supplies
Pushing/Pulling	R	Various equipment and supplies
Reaching	R	For files, supplies, etc.
Handling	R	Files, equipment, supplies, etc.
Fine Dexterity	R	Computer keyboard, calculator, telephone keypad, etc.
Kneeling	R	Picking up supplies, equipment, etc.
Crouching	R	To reach files, supplies, etc.
Crawling	R	Retrieving
Bending	R	To reach files, supplies, etc.
Twisting	R	To reach files, supplies, etc.
Climbing	R	To hang program banners at events, etc.
Balancing	R	To hang program banner at events, reach for supplies, etc.
Vision	C	Reading, computer monitor, driving, observing work activities.
Hearing	F	Communicating with the general public, employees, etc. in person and/or on the phone
Talking	F	Communicating with the general public, employees, etc. in person and/or on the phone
Foot Controls	O	Operation of a vehicle

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, vehicle, general office equipment, phone, fax, etc.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	C
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	C
Noisy/Distracting Environment	C
Other (see 3 below)	

- (3)



**Job Title: Court Administrator**

**Department:** Court

**Immediate Supervisor:** Presiding Judge

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Manages the administrative functions, court services operations, non-judicial staff and the resources of the Municipal Court.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Manages, plans and organizes the activities of all non-judicial staff; selects, trains, motivates and evaluates personnel; works with employees to provide job performance feedback and correct deficiencies and enhance performance; implements discipline and termination procedures for non-judicial personnel.
2	S	Manages the Court's accounting functions; implements and ensures compliance with the Arizona Code of Judicial Administration Minimum Accounting Standards; processes bond refunds and restitution disbursements; creates purchase requests for court expenditures, reviews and identifies and resolves financial discrepancies.
3	S	Implements policies and procedures governing administrative operations of the court; recommends changes to operational policies and procedures to improve court administrative operations; develops long-range plans and programs; identifies problems and creates and implements solutions.
4	S	Participates in the development and administration of the Court's budget; directs the forecast of funds needed for staffing, equipment, materials, services and supplies; monitors and approves expenditures within specified limits.
5	S	Compiles and evaluates statistical data related to the efficiency and effectiveness of Court operations, and makes appropriate written and verbal recommendations as needed; maintains compliance with monthly, quarterly and annual statistical reporting, accounting and records management policies and procedures established by the Supreme Court and the Presiding Judge of Maricopa County.
6	S	Responds to inquiries, requests for information and complaints; represents the Court with outside agencies, boards and committees, and at interdepartmental and committee meetings as required; serves as Clerk of the Court and Custodian of Records.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's degree or equivalent in applicable field.
Experience	Five years of highly responsible experience in the administration and management of a limited jurisdiction court system, including a minimum of two years at the management level. Experience with court-related case and financial management software programs desirable. .
Certifications and Other Requirements	Fellowship in the Institute for Court Management desirable; must obtain 16 credit hours of judicial staff education annually.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Requires the ability to read and understand various governmental and court-related reports, financial documents, court orders, statutes and Town codes, regulations and general correspondence.
Math	Requires the ability to perform general math calculations; the ability to calculate decimals and percentages; may include the ability to compute interest and ratios; may include ability to calculate surface areas, volumes, weights and measures.
Writing	Requires the ability to write clearly and effectively in English; requires the ability to write performance appraisals, procedures, memos and status reports with clearly organized content, using proper sentence structure, punctuation and grammar.
Managerial	Develops, implements and oversees work plans; organizes, prioritizes and delegates work activities, projects and programs; supervises, directs and evaluates staff; processes and addresses employee issues, concerns and problems; counsels, disciplines and writes performance evaluations.
Budget Responsibility	Participates in the development and administration of the Court's budget; monitors expenditures and revenues; authorizes purchases within authorized limits; monitors grants and intergovernmental agreements; analyzes future needs and forecasts funds needed for staffing, equipment, materials, services and supplies.
Supervisory / Organizational Control	Requires supervising and monitoring of the Court staff.
Complexity	Requires an understanding of court judicial and administrative processes, including statutes, rules and procedures and disposition protocol. Requires the ability to exercise good judgment, decisiveness and creativity in situations involving the evaluation of information against subjective criteria, as opposed to that which is clearly measurable or verifiable.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> <b>Sedentary</b>	<input type="checkbox"/> <b>Light</b>	<input type="checkbox"/> <b>Medium</b>	<input type="checkbox"/> <b>Heavy</b>	<input type="checkbox"/> <b>Very Heavy</b>
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

<b>PHYSICAL DEMANDS</b>	<b>FREQUENCY CODE</b>	<b>DESCRIPTION</b>
Standing	O	Conducting meetings or training; assisting the public.
Sitting	C	Considerable desk work.
Walking	O	To and from desk to other office areas, to other departments and occasionally to other buildings or locations.
Lifting	O	Files, file boxes, office supplies, books.
Carrying	F	Files, books, boxes.
Pushing/Pulling	R	Doors, desk and file drawers.
Reaching	F	For files, office equipment and supplies.
Handling	C	Paperwork, case files, office equipment, money.
Fine Dexterity	C	Computer keyboard, calculator, telephone keypad.
Kneeling	R	Retrieving items from lower shelves or file drawers.
Crouching	R	Retrieving items from lower shelves or file drawers.
Crawling	N	N/A
Bending	R	Retrieving items from lower shelves or file drawers.
Twisting	O	From computer to telephone.
Climbing	R	Step stool to retrieve files from top shelves.
Balancing	N	N/A
Vision	C	Reading court documents and correspondence, reports and computer monitor.
Hearing	C	Communicating with staff, the public and other departments or agencies in person and on the phone.
Talking	C	Communicating with staff, the public and other departments or agencies in person and on the phone.
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, copier, fax machine, calculator, telephone and laser printer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	C
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	O

- (3) Dealing with stressful situations involving irate and/or emotional individuals.



**Job Title: Court Clerk**

**Department:** Court

**Immediate Supervisor:** Court Administrator

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs a wide variety of specialized clerical duties, including money handling and reconciling; assists the public with court procedures and services; processes, records and files court documents; provides quality clerical support to the Presiding Judge of the Municipal Court.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Performs frequent and intense public contact work at the Court counter, over the telephone and by email; communicates orally with defendants to inform them of options, penalties and the effects of decisions; routinely handles difficult public contact situations which require diplomacy, tact and negotiation skills; performs all services efficiently and with respect for each individual.
2	S	Answers questions and provides information to defendants, attorneys, law enforcement, other municipal employees and the general public.
3	S	Creates and maintains complex court files and records; receives, prepares and reviews a variety of court documents for criminal, traffic and civil cases; maintains court calendars.
4	S	Performs a variety of data entry into the case management system, including citation entry, case dispositions, sentencing information, scheduling hearings, and program compliance information. Reviews computer data for quality control, and corrects errors; disperses information as required or requested.
5	S	Receives and processes payments; updates case management system and issues receipts; balances daily payment receipts, establishes and monitors payment plans for defendant's financial obligations; uses a variety of resources to optimize collection efforts, including the Tax Intercept Program, Accurint or other skip-tracing activities.
6	L	Performs other court related duties as required, including, but is not limited to, mail processing and distribution, filing, and overseeing audio tape recording of various court proceedings.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Two years of general clerical experience, including some public contact, preferably in a court or law office; experience in the use of Windows-based computer software programs is desirable.
Certifications and Other Requirements	Must obtain 16 credit hours of judicial staff education annually.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Necessary to read and understand general legal documents, reports and correspondence.
Math	Ability to perform general math calculations; the ability to calculate decimals and percentages.
Writing	Ability to write effectively in English with proper grammar and sentence structure.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Requires a general understanding of court processes, including statutes, rules and procedures and disposition protocol. Requires the ability to exercise good judgment, decisiveness and creativity in situations involving a variety of generally predefined duties which are often characterized by frequent change; ability to multi-task in a busy environment.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At the counter assisting the public.
Sitting	C	Considerable desk work.
Walking	O	To and from desk and counter, to other departments and occasionally to other buildings or locations.
Lifting	O	Files, file boxes, office supplies and books.
Carrying	F	Files, books, boxes.
Pushing/Pulling	R	Doors, desk and file drawers.
Reaching	F	For files, office equipment and supplies.
Handling	C	Case files, paperwork, money, office equipment.
Fine Dexterity	C	Computer keyboard, calculator, telephone keypad and charge machine keypad.
Kneeling	R	Retrieving items from lower shelves or file drawers.
Crouching	R	Retrieving items from lower shelves or file drawers.
Crawling	N	N/A
Bending	R	Retrieving items from lower shelves or file drawers.
Twisting	F	From computer to telephone.
Climbing	R	Step stool to retrieve files from top shelves.
Balancing	N	N/A
Vision	C	Reading court documents, correspondence and computer monitor
Hearing	C	Communicating with supervisors and other staff members, the public and other departments and agencies in person and on the phone.
Talking	C	Communicating with supervisors and other staff members, the public and other departments and agencies in person and on the phone.
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, copier, fax machine, calculator, telephone, tape recorder or other recording equipment, charge machine, laser printer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	C
Noisy/Distracting Environment	F
Other (see 3 below)	F

- (3) Dealing with stressful situations involving irate and/or emotional individuals.



**Job Title: Custodian**

**Department:** Public Works

**Immediate Supervisor:** Facilities/Environmental Supervisor

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Provide a variety of routine custodial cleaning and building maintenance duties required to maintain a safe and clean work environment of Town facilities.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Sweeps, vacuums and mops floors; picks up debris indoors and outdoors; cleans, disinfects and stocks restrooms
2	M	Cleans drinking fountains and coffee rooms; operates power-cleaning equipment such as vacuums, carpet extractors; sets up, takes down and stores chairs and tables.
3	M	Spot cleans carpets, strips and waxes floors and other duties of this type; performs manual work requiring extensive physical exertion; dusts and polishes furniture, woodwork, fixtures and equipment; uses chemical/cleaning agents in compliance with established safety policies/procedures.
4	M	Empties and cleans waste receptacles indoors and out; maintains custodial supplies and equipment; follows a well established routine in accomplishing daily tasks.
5	L	Performs periodic cleaning of windows; moves and arranges furniture and equipment as needed; responds in a timely manner to requests for custodial needs; assists staff in special projects as required
6	L	Performs other related duties as requested

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical and/or office processes.
Experience	Methods, materials, tools, and equipment used in custodial work. Safe work practices. MSDS sheets on cleaning solvents and chemicals. General experience in facility custodial work is desirable.
Certifications and Other Requirements	Valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Basic reading and comprehension skills; ability to read and comprehend product directions, operation manuals and product labels.
Math	Basic math skills
Writing	Work requires good written skills. Communication between shifts is essential. Must be able to communicate legibly on forms, work orders, supply requisitions and messaging.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Able to perform a diverse range of duties and tasks.
Interpersonal / Human Relations Skills	Ability to interact with peers and public in a positive and professional manner. Communication and the ability to work in a team environment are essential.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	C	Job sites
Sitting	R	
Walking	C	Between job sites and tasks
Lifting	O	Tools, equipment, supplies, furniture
Carrying	O	Tools, equipment, supplies
Pushing/Pulling	F	Cleaning Equipment, carts, furniture
Reaching	F	
Handling	F	
Fine Dexterity	R	
Kneeling	F	Cleaning restrooms, floors and baseboards.
Crouching	F	Cleaning restrooms, floors and baseboards.
Crawling	N	
Bending	F	
Twisting	F	
Climbing	O	Stairs, ladders
Balancing	R	
Vision	C	
Hearing	C	
Talking	O	
Foot Controls	F	Custodial machinery

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Equipped with custodial care tools, manual and self propelled floor care machinery.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	D	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	W
Fire Hazards	N	Respiratory Hazards	S
Explosives	N	Physical Hazards	M
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	X

- (1)
- (2) Within entire confines of facility

**PROTECTIVE EQUIPMENT REQUIRED:**

Sanitary gloves, safety glasses.

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	R
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Customer Service Representative I**

**Department:** Community Services (Community Center)

**Immediate Supervisor:** Community Center Manager

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The Customer Service Representative I is the first contact with the public as they enter the Community Center building. This position is instrumental in giving the proper information on event locations within the building, directing those with questions to the correct department, providing essential community information and processing registrations for the Senior Services Division. This person must maintain a working knowledge of the Community Center and Senior Services .

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Communicates with clients, the general public, vendors and Town employees, either through personal contact at the front desk or by phone, to give directions, answer questions, forward rental requests, discuss current and upcoming events.
2	L	Processes registrations for Senior Services activities using the appropriate booking system. Collects money, runs end of day reports and makes daily deposits. Must be able to troubleshoot and solve accounting problems associated with the booking system.
3	S	Answers and re-directs phone calls to the appropriate facility member. Maintains correct information on reader board and checks materials left at desk to assure they are appropriate for distribution.
4	S	Provides clerical support as necessary to the Community Center and Senior Services staff. Proofreads correspondence and reports, files, posts agendas, processes incoming mail to appropriate department.
5	S	Provides basic information for Community Center and Senior Services.
6	L	Performs other related duties as assigned

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four year of high school or equivalency.
Experience	Work requires a minimum of (2) two years clerical experience. Must possess basic computer skills and working knowledge of Windows based programs.
Certifications and Other Requirements	CPR/AED Certification required.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires ability to read routine documents.
Math	Work requires general math calculations (addition, subtraction, multiplication, division, percentages, decimals), ability to use a calculator, ability to reconcile bank deposits.
Writing	Work requires the ability to write correspondence.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work involves professional judgement to provide appropriate responses to the public and staff.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Mail services, faxing, copying, filing, facility tours.
Sitting	F	Desk and computer work and answering phones.
Walking	O	To and from office equipment and around Community Center building.
Lifting	R	Files, office supplies
Carrying	R	Files, office supplies
Pushing/Pulling	R	Doors, filing drawers
Reaching	F	Files, keyboard, materials for distribution
Handling	C	Paperwork
Fine Dexterity	C	Computer keyboard, calculator, telephone, writing
Kneeling	R	Filing in lower drawers
Crouching	R	Retrieving from lower drawers
Crawling	N	N/A
Bending	O	Filing in lower drawers, retrieving distribution materials
Twisting	F	From telephone to computer to file drawers
Climbing	R	Stairs at Town Hall
Balancing	R	Files or other materials
Vision	C	Reading, computer monitor
Hearing	C	Communication with staff and general public
Talking	C	Communication with staff and general public
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Personal computer and related software, telephone system, copier, fax machine, laminator, label maker and other general office equipment.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Customer Service Representative II**

**Department:** Administration or Community Services

**Immediate Supervisor:** Finance Director or Community Center Manager

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Receives and directs visitors and callers to the appropriate Town representative or department. Responds to all forms of telecommunications at Town Hall and/or the Community Center. Performs moderately complex clerical and accounting work involving mail distribution, cashiering, program and facility registration. Assists with requests for public records. Must be able to work a flexible schedule.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Interacts frequently with the public by phone, email and through counter duty responding to customer inquiries and/or concerns. Demonstrates considerable tact and persuasion when dealing with customers who may become irate or distraught.
2	S	Processes incoming and outgoing mail. Orders and maintains postage supplies. Distributes incoming faxes and maintains fax supplies.
3	L	Receives and handles payments and reconciles daily transactions.
4	L	Registers individuals for various recreation programs and recreational facilities. Processes refund requests for cancelled programs.
5	S	Serves as the central cashiering function for Administration, Parks & Recreation and other Town departments, receiving payments, processing credit card transactions, balancing the cash drawer, compiling and preparing daily reports and receipts.
6	L	Performs administrative duties such as preparing correspondence, updating various reports and records, miscellaneous filing, assisting with requests for public records. Provides notarial services to public and staff. Performs other duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four years of high school or equivalency. Knowledge of CLASS system, ActiveNet, and Microsoft Office preferred.
Experience	Work requires a minimum of (2) two years customer service experience and computer literacy. **
Certifications and Other Requirements	
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires ability to read routine documents.
Math	Work requires the ability to perform general math calculations (addition, subtraction, multiplication, division, percentages, decimals), ability to use a calculator, ability to count cash drawer.
Writing	Work requires the ability to produce correspondence with clearly organized thoughts using proper English sentence construction, punctuation and grammar.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work involves professional judgment to provide appropriate responses to the public and staff.
Interpersonal / Human Relations Skills	The employee in this position contacts others within the organization as well as outside the Town. This employee must be able to deal with all types of people in a professional manner.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Mail services, faxing, copying, filing
Sitting	F	Desk and computer work and answering the phone
Walking	O	To and from office equipment and other departments
Lifting	R	Files, office supplies, packages
Carrying	R	Files, office supplies, packages
Pushing/Pulling	R	Doors, filing drawers
Reaching	F	For reference material, files, keyboard
Handling	C	Paperwork, money
Fine Dexterity	F	Computer keyboard, calculator, telephone keypad, writing
Kneeling	R	Filing in lower drawers
Crouching	R	Retrieving from lower drawers
Crawling	N	N/A
Bending	O	Filing in lower drawers,
Twisting	F	From telephone to computer to book cases
Climbing	R	Stairs
Balancing	R	Files
Vision	C	Reading, computer monitor
Hearing	C	Communicating with staff and general public and on telephone
Talking	F	Communicating with staff and general public and on telephone
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Personal computer and related software, telephone system, copier, fax machine, laminator, label maker and other general office equipment

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	M
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Development Services Director**

**Department:** Development Services

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Plans, organizes and directs the work of professional and technical staff in such areas as, planning & zoning, building safety, code enforcement, mapping & graphics, and engineering.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Responsible for program planning and project development of all projects in the, financial/cost analyses for projects, overseeing grants, initial project assessments, design concept reports, assisting the Finance Department on budgeting, financial planning and programming of projects, and coordinating project development activities with Town Departments.
2	L	Directs trains and evaluates the various divisions within the Development Services Department. Administers and distributes workloads for Town development projects. Inspects project sites to assist in the solution of difficult problems. Interprets specifications and Town policies. Prepares and manages the department's budget.
3	L	Evaluates plans and reports by reviewing and approving submitted plats, improvement plans, and associated reports to ensure compliance with applicable Town laws, codes, ordinances, and planning principles.
4	S	Develops department policies and guidelines by developing, updating and revising various standardized forms, applications, and processes for development projects.
5	L	Provides professional and technical support to the Town Manager, Town Council and other boards and commissions. Communicates with the general public, other Town, local, state and federal employees, vendors, management, contractors, and public officials in order to perform assigned work. Prepares letters, memos, specifications, Town Council and other reports, with clearly organized thoughts using proper sentence structure, punctuation, and grammar to communicate technical and controversial issues.
6	S	Directs and participates in the development of plans, specifications, estimates, and work orders for community development projects. Participates in the selection of consultants, preparation of plans, specifications and cost estimates, negotiating fees for professional services, processing submittals, progress payments and change orders.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree in Urban Planning, Business Administration, Public Administration, Political Science or equivalent.**
Experience	Minimum of five (5) years public sector experience in planning & zoning, building safety, code enforcement, mapping and graphics, engineering, and management.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read construction plans and specifications, county, state and federal regulations, legal documents and descriptions, contracts, and reports.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division, and statistics.
Writing	Work requires the ability to write technical and quantitative documents, construction specs, and policies and procedures.
Managerial	Work requires the supervision of the Development Services Department, which includes planning and zoning, building safety, code enforcement, mapping and graphics, and engineering.
Budget Responsibility	Ability to prepare and defend the annual budget, including operational and related expenditures. Upon adoption, responsible for the overall compliance with the spending limits contained therein.
Supervisory / Organizational Control	Work requires supervising and monitoring performance of planning and zoning, building safety, code enforcement, mapping and graphics, and engineering.
Complexity	Work requires strong knowledge of general urban planning principles and practices. The level of work requires exercising competent, independent judgement. Work is widely varied involving analyzing and evaluating many complex and significant variables, identifying needs and assignments, and developing and/or recommending departmental and or townwide policies and procedures.
Interpersonal / Human Relations Skills	This position has contact with others within the organization. These contacts may involve similar work units or departments within the Town. In addition, this position works with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Meetings and discussions may be conducted with customers, developers, contractors, and design professionals to resolve specific issues.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At job sites and meetings
Sitting	F	Deskwork, meetings
Walking	F	To other departments and around job sites
Lifting	R	Plans and equipment
Carrying	F	Plans and equipment
Pushing/Pulling	N	
Reaching	R	For supplies and plans
Handling	F	Paperwork
Fine Dexterity	O	Measuring and drafting
Kneeling	R	During inspections
Crouching	R	During inspections
Crawling	N	
Bending	R	Retrieving items from lower shelves
Twisting	O	From computer to telephone
Climbing	R	Stairs, step stool
Balancing	R	On step stool
Vision	C	Reading, computer monitor, observing work activities
Hearing	C	Communicating with personnel and general public and on telephone
Talking	F	Communicating with personnel and general public and on telephone
Foot Controls	O	Automobiles

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, fax machine, copier, scanner, telephone

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	X
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Hard hat and steel-toed shoes

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	C
Emergency Situations	R
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Economic Development Analyst**

**Department:** Administration

**Immediate Supervisor:** Economic Development Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Under the direct supervision of the Economic Development Director, is responsible for performing routine, professional-level statistical, analytical, and research activities in support of business attraction, expansion, and retention in the preparation of marketing and promotional materials for the Economic Development function for the Town of Fountain Hills.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Conducts statistical, analytical, and market research on economic and development issues; identifies information needed to conduct studies; obtains information from varying sources including databases, field investigations, GIS mapping, publications, Town and County records, internal files and personal interviews. Analyzes data pertaining to development, land use, building and land ownership, population, demographic conditions, and future projections.
2	S	Develops and maintains statistical, economic, population, demographic, related information resources, and databases; maintains a library of maps, trade journals, and other materials supporting the Economic Development's programs and services.
3	S	Develops and maintains computer applications to track development data such as population, construction, vacancy rates, and other economic information, demographic data, and trends. May perform site analysis for proposed development projects including taxes, fees, as well as economic and relevant multiplier factors.
4	L	In coordination with the Economic Development Director, responds to general information, and project-specific requests. Works with Communication and Marketing staff to develop brochures, pamphlets, profiles, market intelligence, and website materials. Also works with Communication and Marketing staff to update, enhance and ensure the Town's website, and other electronic and print media reflects pertinent economic development information and projects.
6	L	Meets with contracted consultants conducting research projects for the Town; assists consultants with obtaining needed information for studies. Serves as a member of cross functional project teams, committees, and work groups as assigned.
7	L	Manages various projects and performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Bachelor's degree from an accredited college or university in Economic Development, Regional Development, Economics, Urban Planning, Public Administration, Marketing, Geography, or related field is required. Knowledge of research and statistical methods and techniques; economic development principles and practices; the principles and techniques of sales, marketing and promotion; current economic development, demographic, and market trends in the regional area; and personal computer software applications **
Experience	A minimum of two years of management support experience, conducting research related to economic development is preferred. Experience in both the public and private sectors preferred
Certifications and Other Requirements	Completion of IEDC Basic Economic Development course is preferred. Valid driver's license for a minimum of two years with a good driving record required. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read, comprehend, and make inferences from research data in order to prepare statistical comparisons and trend analyses to be used in marketing and other promotional materials.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division, college algebra, and statistical analysis.
Writing	Work requires the ability to write clearly and accurately in both print and electronic media in order to communicate with the general public, executive management, Town Council, Chamber of Commerce, and business executives. Develops, updates, designs, and edits a variety of electronic and printed materials including the Economic Development web page, community profiles, and other promotional and marketing materials. Position also drafts written documents such as brochures, advertisements, press releases, and prospect proposals for distribution to a variety of targeted audiences in order to promote and market Fountain Hills as a business location.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work is widely varied, involving analyzing and evaluating many complex and significant variables. Work requires initiative and independent judgment, and the employee is expected to exercise discretion in planning and executing assignments. Organization-wide policies, procedures, or precedents may be recommended to management.
Interpersonal / Human Relations Skills	Incumbents in this position contact others within the organization and also communicate with the general public, professional service providers, economic development agency representatives, and the media in order to gather and provide information. Conducts off-site research and attends a variety of meetings including local economic development meetings and trade shows as required.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Presentations, copier, fax machine, filing
Sitting	C	Computer, desk work, paperwork, answering telephone, meetings, driving
Walking	O	Inter-office, to/from meetings, field work, tradeshow
Lifting	O	Contracts, reports, plans, displays
Carrying	O	Contracts, reports, plans, displays, boxes
Pushing/Pulling	R	Doors, chairs, filing cabinet drawers
Reaching	O	Supplies, files, boxes
Handling	F	Contracts, reports, plans
Fine Dexterity	C	Computer keyboard, writing, telephone keypad
Kneeling	R	Filing, retrieving dropped items
Crouching	R	Filing, retrieving dropped items
Crawling	R	Retrieving dropped items
Bending	R	Filing, retrieving dropped items
Twisting	R	Filing, retrieving dropped items
Climbing	R	Stairs
Balancing	R	Stairs
Vision	C	Computer, desk work, writing, reading, use of office equipment, field work, driving
Hearing	C	Telephone, staff, co-workers, supervisor, Town Manager, Town Council, analysts, directors, planners, engineers, local businesses, reporters, meetings, presentations, training classes
Talking	C	Telephone, staff, co-workers, supervisor, Town Manager, Town Council, analysts, directors, planners, engineers, local businesses, reporters, meetings, presentations, training classes
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Standard office equipment such as a telephone and computer; use of a vehicle.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	N

- (3)



**Job Title: Economic Development Director**

**Department:** Administration

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Plans, organizes and implements the activities of an economic development program to promote the growth and development of the Town's economic base. Assists in business recruitment, retention and expansion for both existing and new businesses for the Town.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Plans and organizes economic development programs related to generating business and development opportunities, including successfully managing projects from inception to completion. Plans, develops and implements informational strategies to attract growth industries and companies. Researches, prepares and communicates information to attract new business clients projecting an effective communication and project management environment.
2	S	Directs Town response to requests for information from potential businesses, developers and consultant groups.
3	S	Develops and maintains various project management databases. Generates statistical reports, information and plans in connection with economic development projects.
4	S	Researches and assists in development of alternative economic development policies, strategies and implementation techniques.
5	L	Makes verbal and written presentations to the Town Council, boards, commissions and other citizen groups in a professional and effective manner.
6	L	Acts as a liaison between the Town, local and regional Chambers of Commerce, Economic Development Councils and various federal, state and local government agencies.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Bachelor's degree in Economic Development, marketing, planning, urban geography or a related field. Completion of a Master's Degree preferred. **
Experience	A minimum of four years of management support experience, with three of those years in business development and related economic development activities. Experience in both the public and private sectors preferred.
Certifications and Other Requirements	IEDC Certified Economic Developer status preferred. Valid driver's license for a minimum of two years with a good driving record required. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read complex legal documents, development agreements and contracts, executive business letters and communications, development-related documents, master plans, design guidelines, construction site plans, budget documents, business magazine, journals, newspapers and technical reports, strategic or operational plans.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division, college algebra, and statistics.
Writing	Work requires the ability to write communication with executive management, Town Council, and business executives, preparing marketing documents, assisting with development agreements, concise and professional letters all at a college level.
Managerial	Managerial responsibilities include participation and management of Town teams with crucial issues including strategic planning and fiscal management, infrastructure planning and development, Town building projects, and management of the Economic Development division.
Budget Responsibility	Assists in preparing and monitoring the Economic Development budget.
Supervisory / Organizational Control	None
Complexity	Work is widely varied, involving analyzing and evaluating many complex and significant variables. Organization-wide policies, procedures, or precedents are developed and/or recommended.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town which may be involved in decision making or providing approval or decision making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Communicates extensively with the Town Manager, Town Council, developers / real estate, external clients, customers, allies, business professionals, government officials, and regional, state, and national personnel. Employee must maintain regular attendance.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

<b>PHYSICAL DEMANDS</b>	<b>FREQUENCY CODE</b>	<b>DESCRIPTION</b>
Standing	O	Presentations, copier, fax machine, filing
Sitting	C	Computer, desk work, paperwork, answering telephone, meetings, driving
Walking	O	Inter-office, to/from meetings, field work, tradeshow
Lifting	O	Contracts, reports, plans, displays
Carrying	O	Contracts, reports, plans, displays, boxes
Pushing/Pulling	R	Doors, chairs, filing cabinet drawers
Reaching	O	Supplies, files, boxes
Handling	F	Contracts, reports, plans
Fine Dexterity	C	Computer keyboard, writing, telephone keypad
Kneeling	R	Filing, retrieving dropped items
Crouching	R	Filing, retrieving dropped items
Crawling	R	Retrieving dropped items
Bending	R	Filing, retrieving dropped items
Twisting	R	Filing, retrieving dropped items
Climbing	R	Stairs
Balancing	R	Stairs
Vision	C	Computer, desk work, writing, reading, use of office equipment, field work, driving
Hearing	C	Telephone, staff, co-workers, supervisor, Town Manager, Town Council, analysts, directors, planners, engineers, local businesses, reporters, meetings, presentations, training classes
Talking	C	Telephone, staff, co-workers, supervisor, Town Manager, Town Council, analysts, directors, planners, engineers, local businesses, reporters, meetings, presentations, training classes
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Standard office equipment such as a telephone and computer; use of a vehicle.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	N

- (3)



**Job Title: Events and Operations Supervisor**

**Department:** Community Services  
**Immediate Supervisor:** Community Center Manager  
**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Plans, organizes and manages the daily operations, bookings, marketing, financial objectives, budget division and staff of the Town of Fountain Hills Community Center.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Schedules, leases, and markets the Fountain Hills Community Center for the Community Services Department; assures that the facility is clean, safe, secure, properly prepared, and in compliance with state and Federal regulations and Town standards.
2	S	Meets with clients, assists in event planning, and explains Town policies and procedures; identifies available resources for rental, and defines equipment and services to be provided by the Community Center; prepares cost estimates and writes proposals; prepares contractual agreements and resolves contractual issues.
3	L	Promotes the Community Center, and encourages participation in Town programs and events; answers questions on the use of facilities, and coordinates work with public and private sector organizations, community groups, business and service clubs, and regional government agencies.
4	L	Works with event promoters to coordinate special events and programs; manages event calendars; oversees the development of marketing materials.
5	S	Assures effective communication and coordination with Operations staff ; coordinates with other Town departments to assure customers are in compliance with technical requirements for facility events.
6	L	Manages operational and administrative issues; supervises staff, and assigns priorities and projects; coaches staff and evaluates performance; assures that assignments are defined and achieved; meets regularly with staff to discuss and resolve priorities, workload, budgets, and technical issues; reviews the work of assigned staff to assure the work quality and the timely accomplishment of assigned duties and responsibilities.
7	S	Exercises independent judgment within policy guidelines; evaluates and analyzes issues, and recommends and implements solutions; provides leadership, direction and guidance in planning, program development priorities, and customer service issues; assures the effective allocation and utilization of budgeted funds.
8	S	Reviews operational information and trends, and creates summary reports and recommendations.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Bachelor's degree in business, public administration, marketing, hospitality/tourism, or related field.
Experience	Minimum of three (3) years experience in marketing, hospitality or facilities management in a Convention or Conference Center, including one year of supervisory experience. Work performed in a municipal environment preferred.
Certifications and Other Requirements	Valid driver's license for a minimum of two years with a good driving record required. Evening, weekend and holiday work required; Possession of , or ability to obtain within six months of hire, CPR/AED Certification. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and interpret policies and procedures, contracts, comprehend and make inferences from written materials.
Math	Work requires the ability to make basic math calculations such as addition, subtraction, multiplication, division and percentages.
Writing	Produce written documents in the English language with clearly organized thoughts using proper sentence construction, punctuation, and grammar.
Managerial	Review the work of others and ensure conformance to standards. Responsibilities include collecting and tracking event information, maintaining contract documents, collection and accountin of money, training event staff.
Budget Responsibility	Prepares documents and conducts research on other event facilities in order to be competitive in the current marketplace. Responsible for monitoring and tracking funding sources, revenues and expenditures for Community Center.
Supervisory / Organizational Control	Work cooperatively with other employees, clients, management, and general public. Direct and manage the work activities of multiple support staff groups and satisfy the contract requirements for multiple events occurring simultaneously.
Complexity	Work involves decision making within established policies and procedures. Professional actions and judgement and analytical skills required to determine appropriate course of action.
Interpersonal / Human Relations Skills	This position requires a high degree of interreaction with others both inside and outside the organization. Facility promotion at tradeshow, networking events, etc.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At events and programs
Sitting	C	Office and paperwork
Walking	F	Facility tours, final walk through with client, attending various outside events
Lifting	R	Supplies and equipment, event setup. Set up at trade shows, etc.
Carrying	R	Supplies and equipment, event setup.
Pushing/Pulling	R	Supplies and equipment, event setup
Reaching	R	Supplies and equipment, event setup
Handling	R	Supplies and equipment
Fine Dexterity	R	Supplies and equipment
Kneeling	R	Supplies and equipment
Crouching	R	Supplies and equipment
Crawling	N	
Bending	O	Supplies and equipment, event setup.
Twisting	N	
Climbing	N	
Balancing	N	
Vision	F	Reading, observing activities, driving
Hearing	C	Communicating with personnel and general public
Talking	C	Communicating with personnel and general public
Foot Controls	O	Driving to and from outside events

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, audiovisual equipment, and supplies related to event setup.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	M
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	X
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	R
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title:** Executive Assistant  
**Department:** Community Services  
**Immediate Supervisor:** Community Services Director  
**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Provides support services and executive assistance for the Director and Division Supervisors of the department by performing highly responsible secretarial, clerical, and administrative duties. Serves as the budget aide for all divisions of the department.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Assists Department management in budget preparation; prepares Department budget reports. Prepares bidding documents and administers contract documents for the annual landscape contract. Assists Community Services Managers and Supervisors in project construction management by reporting, file management, and contract administration.
2	S	Prepares and distributes Commission Meeting packets and postings; secures meeting rooms, attends Commission meetings, transcribes Commission minutes. Prepares all paperwork pertaining to Commission recruitment and attends recruitment interviews.
3	S	Provides administrative support in the day-to-day operations of the department. Processes the department’s time sheets and leaves slips. Reviews incoming mail, distributes it accordingly, and responds to correspondence as directed.
4	S	Prepares requisitions and receives products on purchase orders using the MUNIS software system. Maintains a department purchase card and codes purchases. Monitors and orders departmental supplies. Calls for equipment repair when necessary. Monitors and stocks the department’s brochures and flyers in kiosks.
5	S	Provides support for the Town Hall CSRs; assists in participant registration and park facility booking, and other areas as needed. Assists staff at the Community Center/Activity Center with conducting tours of the Community Center, booking events, registrations, memberships, proofreading, and other areas when requested.
6	S	Conducts research, accomplishes special projects, and sits on committees as assigned. Responds to requests for information from staff and the general public in a timely manner to achieve satisfactory resolutions.
7	S	Maintains all of the records/documents for the department. Adheres to the records retention requirements.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training. Must be literate in Microsoft Word, Excel, PowerPoint, and Microsoft Outlook.
Experience	Minimum five years in progressively responsible administrative work.
Certifications and Other Requirements	Notary Public; Automated External Defibrillator/CPR Certification; First Aid Certification.
**	Equivalent combination of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and understand reports, letters, correspondence, schedules, budget material and purchase orders.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports, letters, correspondence, schedules and purchase orders.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work requires analysis and judgment in accomplishing diversified duties. Work requires the exercise of independent thinking within the limits of policies, standards and precedents.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, vendors, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Filing, copying, assembling packet materials, and assisting the public
Sitting	F	Deskwork and meetings
Walking	O	To and from office equipment and other departments and during programs
Lifting	O	Receiving and restocking supplies
Carrying	R	Light weight equipment and office supplies
Pushing/Pulling	R	Light weight equipment
Reaching	O	For supplies and files
Handling	C	Paperwork, resolving problems associated with software systems
Fine Dexterity	C	Computer keyboard and calculator
Kneeling	O	Retrieving filing items and organizing equipment and supplies
Crouching	O	Retrieving filing items and organizing equipment and supplies
Crawling	R	Retrieving small pieces of equipment and supplies under tables
Bending	O	Retrieving filing items, small equipment, and supplies
Twisting	O	Retrieving filing items, small equipment, and supplies
Climbing	O	Stairs and ladder
Balancing	R	On ladder
Vision	C	Reading, computer monitor, driving, observing work activities
Hearing	C	Communicating with staff and the general public on the telephone
Talking	C	Communicating with staff and the general public on the phone and in person
Foot Controls	O	Transcription/recording equipment

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, Copy machine, fax machine, laminator, paper autofolder machine, binding machine, recording equipment, telephone, calculator, general office supplies, typewriter, laser printer, inkjet printer, department vehicles, Automated External Defibrillator and first aid kits.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Executive Assistant**

**Department:** Development Services and Public Works

**Immediate Supervisor:** Director of Development Services & Public Works

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Supports the Directors and all divisions within Development Services and Public Works by performing highly responsible secretarial, clerical and administrative duties. Serves as budget aide for all divisions of the departments.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

<b>Physical Strength Code</b>		<b>ESSENTIAL FUNCTIONS</b>
1	S	Assists the Director by performing administrative support in the day-to-day operations. Screens the Director's phone calls and re-routes calls, as appropriate. Maintains the Director's daily calendar and schedules meetings. Reviews incoming mail, distributes it accordingly, and responds to correspondence as directed.
2	S	Assists the Director in developing and implementing department budgets. Monitors expenditures and purchases on a daily basis.
3	S	Receives and logs all incoming/outgoing improvement plan review submittals. Maintains and monitors construction assurance files. Issues permits for overweight/over height vehicle permits. Maintains accident report data base. Researches and implements special projects as directed.
4	S	Issues permits and associated billings related to departmental plan review and inspection fees. Researches, as needed, and prepares information for presentation to the Town Council, i.e., special events and easement abandonments.
5	S	Assists in the preparation and bidding of annual contracts. Monitors annual maintenance contracts and prepares work orders as needed.
6	S	Responds to requests for information from staff and the general public in a timely manner to achieve satisfactory resolutions. Meets the needs of departmental personnel and management through efficient, established office procedures. Acts in a courteous and professional manner, and with good judgment, while assisting the public, elected and appointed officials, employees, service providers, and other state and county government agencies

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical, or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Minimum five years in progressively responsible administration work. Previous municipal experience working with the public is desirable.
Certifications and Other Requirements	
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and understand reports, letters, correspondence, schedules, budget material and purchase orders. Ability to read and understand construction plans.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports, letters, correspondence, schedules and purchase orders.
Managerial	Planning responsibilities include coordinating data for special projects, budget process, purchasing and inter-divisional issues.
Budget Responsibility	Assist in developing and implementing department budgets. Monitor expenditures and purchases.
Supervisory / Organizational Control	Position has no supervisory responsibility.
Complexity	Work requires analysis and judgment in accomplishing diversified duties. Work requires the exercise of independent thinking within the limits of policies, standards and precedents.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Filing, making copies, faxing
Sitting	F	Desk work, meetings
Walking	O	To and from office equipment and other departments
Lifting	R	Receiving and restocking supplies
Carrying	R	Equipment, files, office supplies
Pushing/Pulling	O	File and desk drawers
Reaching	O	For supplies and files
Handling	O	Paperwork
Fine Dexterity	C	Computer keyboard, calculator
Kneeling	R	Filing
Crouching	O	Retrieving Files
Crawling	N	N/A
Bending	O	Retrieving and filing items
Twisting	O	Computer to telephone or other equipment
Climbing	R	Retrieve files or plans
Balancing	N	N/A
Vision	C	Reading, computer monitor, driving, observing work activities
Hearing	C	Communicating with personnel and general public and on telephone
Talking	C	Communicating with personnel and general public and on telephone
Foot Controls	R	Transcriber controls

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Copy machine, fax machine, telephone, calculator, general office supplies, computer and related software, laser or inkjet printer, binding machine, transcriber, recorders

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	C
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Executive Assistant to Town Manager/Council**

**Department:** Administration

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Provides support to the Town Manager, Mayor and Council.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Provides support to the Town Manager, Mayor and Council by coordinating meetings and events and maintaining calendars; relaying messages; preparing correspondence, reports, manuals, proclamations and various other documents utilizing Word, PowerPoint, Excel, and Publisher; handling registrations for conferences and seminars; making travel arrangements and preparing itineraries.
2	S	Responds to requests or concerns from Town citizens and serves as liaison to Town departments on a variety of issues. Responds to requests from public officials in other governmental agencies and regional organizations.
3	L	Coordinates Town meetings, receptions and special events, including intergovernmental meetings.
4	S	Conducts research, accomplishes special projects, and sits on committees as assigned.
5	S	Assists in performing essential Town Clerk duties in his/her absence.
6	S	Acts as staff liaison to Strategic Planning Advisory Commission, Municipal Property Corporation, and other boards or commission as assigned by Town Manager.
7	S	Prepares and oversees Town Manager and Council budgets; codes P-card purchases.
8	S	Logs and fulfills Requests for Information during Council election cycles.
9	S	Orders office supplies and handles purchasing functions for Town Manager, Mayor/Town Council, and Town Clerk Offices
10	S	In the absence of the Town Clerk, serves as Acting Town Clerk, performing functions in support of the Town Clerk's Office, including preparing the Town Council meeting agenda and minutes, attending Town Council meetings, and other Clerk-related duties

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature which may be obtained with one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training. An understanding of best practices relating to records management, Arizona Open Meetings laws, and Public Records Retention.
Experience	Five years experience as an Executive or Administrative Assistant, preferably in a municipal setting.
Certifications and Other Requirements	A designation as a Certified Municipal Clerk (CMC) is required at the time of hire or after a specified period of time on the job. Training with the Secretary of State’s Office and/or Maricopa County in the area of elections is desirable.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read policies, procedures, handbooks, agreements, contracts, city ordinances, Council reports, newsletters, brochures.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division, ratios, and percentages.
Writing	Work requires the ability to write memos, letters, emails, and general correspondence.
Managerial	None
Budget Responsibility	Assists in preparing and monitoring Town Manager and Council budgets.
Supervisory / Organizational Control	None
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Filing, making copies, faxing, retrieving mail, distributing
Sitting	F	Deskwork, meetings
Walking	F	To and from office equipment and other departments
Lifting	R	Files, office supplies, tables and chairs
Carrying	F	Files, office supplies
Pushing/Pulling	R	Office cart
Reaching	R	For items on higher shelves
Handling	F	Files, office supplies
Fine Dexterity	C	Computer keyboard, telephone keypad, calculator
Kneeling	R	Filing
Crouching	R	Filing, retrieving items from shelves
Crawling	R	N/A
Bending	O	Filing in lower drawers, retrieving items from lower shelves
Twisting	O	From computer to telephone
Climbing	F	Stairs
Balancing	O	Carrying files, office supplies
Vision	C	Reading, computer monitor
Hearing	C	Communicating with personnel and general public and on telephone
Talking	C	Communicating with personnel and general public and on telephone

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, general office supplies, telephone, fax, copier

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Facilities Maintenance Technician**

**Department:** Public Works

**Immediate Supervisor:** Facilities/Environmental Supervisor

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs a variety of general maintenance duties required to maintain the safety, aesthetics and physical plant operations of Town owned and/or leased facilities..

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

<b>Physical Strength Code</b>		<b>ESSENTIAL FUNCTIONS</b>
1	M	Performs preventive maintenance on all Town physical plant operations, such as HVAC equipment. Maintains records for all preventive maintenance. Performs a variety of tasks related to plumbing, electrical, fabrication, carpentry and HVAC operations.
2	L	Responds to requests received through the Maintenance Request system for maintenance/repairs of all Town owned/leased facilities. Distributes supply requests.
3	L	Performs facility safety inspections, insures all life safety functions operate properly.
4	M	Supplies and supports custodial positions, filling in for custodians during their absence.
5	L	Performs the tasks of Facility Operations Supervisor in his/her absence.
6	M	Performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Minimum of high school diploma or equivalency. Knowledge of Microsoft Office and other basic computer skills
Experience	Three years of responsible experience in construction, commercial building maintenance; basic skills in HVAC, plumbing, electrical and plant maintenance.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Must be able to read and comprehend technical manuals and construction blue prints.
Math	Must be able to perform basic math calculations.
Writing	Must be able to communicate legibly in completing forms, work orders, supply requisitions and messaging.
Managerial	none
Budget Responsibility	none
Supervisory / Organizational Control	Liaison to custodial staff.
Complexity	Perform a diverse range of duties and responsibilities
Interpersonal / Human Relations Skills	Ability to interact with peers and public in a positive and professional manner.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input checked="" type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Job sites
Sitting	R	
Walking	F	Between job sites and tasks
Lifting	F	Tools, equipment, supplies
Carrying	F	Tools, equipment, supplies
Pushing/Pulling	F	Tools, Equipment, supplies
Reaching	F	Telephone, supplies
Handling	F	
Fine Dexterity	O	Computer, telephone keypad
Kneeling	O	
Crouching	O	
Crawling	R	
Bending	O	
Twisting	O	
Climbing	O	Ladders
Balancing	O	Ladders
Vision	C	
Hearing	C	
Talking	F	
Foot Controls	O	Vehicles and equipment

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Operate HVAC equipment in the 25 to 150 ton capacity. Operate all machinery associated with plant custodial care. Utilize all types of hand tools associated with construction and building maintenance.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	D	Extreme Temperatures	S
Chemical Hazards	D	Noise and Vibration	D
Electrical Hazards	W	Wetness/Humidity	S
Fire Hazards	M	Respiratory Hazards	M
Explosives	N	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	X
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2) Mechanical Plants

**PROTECTIVE EQUIPMENT REQUIRED:**

Hard Hat, gloves (Latex, Leather, Chemical Protection), safety glasses, respiratory, safety belts, steel toed footwear.

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Facilities / Environmental Supervisor**

**Department:** Public Works

**Immediate**

**Supervisor:** Public Works Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Organize and supervise the operations, maintenance and custodial services of owned and/or leased Town buildings.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Plan, assign and supervise the work of staff involved in providing maintenance and custodial services to Town facilities; requisition supplies, materials, and equipment for all facility needs; prepare and maintain preventive maintenance programs and contracts. Implement Town environmental policies by initiating, managing and coordinating environmental programs. Coordinate and supervise wash and dam maintenance. Assist in management of the Town's Solid Waste contract. Reviews plans and other documents for consistency with the Town environmental policy.
2	S	Participate in budget preparation and administration; prepare cost estimates for budget recommendations; submit justifications for budget items; monitor and control expenditures. Prepare and present various reports on existing and proposed environmental policies and programs to Town management, the Planning and Zoning Commission and the Town Council.
3	S	Participate in the hiring of staff; monitor employee performance ; prepare employee performance reviews; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline procedures. Research environmental regulations and programs for possible application in Fountain Hills
4	L	Assist with the safety inspections of all Town facilities; respond to requests from the risk pool to implement improvements in property and staff safety; prepare reports required by Federal, State, and Local agencies.. Act as Town ADA (Americans with Disabilities Act) Coordinator, research and resolve ADA concerns with Town owned facilities; interact with US Department of Justice and State ADA compliancy agencies on matters concerning Town owned property. Ensure compliance with Federal, State, County and Town regulations and programs relating to storm water and air quality.
5	M	Participate in and supervise the liquidation of Town surplus property in accordance with State regulations; prepare all necessary reports. Prepare and plan for the collection and destruction of archived files in accordance with the State Records Reduction Act. Develop and implement monitoring, reporting and compliance strategies related to storm water and air quality, including drafting local regulations and submitting annual reports.
6	S	Prepare and present reports to various entities on the many aspects of the storm water program including State and Federal regulatory agencies.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Planning, Environmental Planning, Environmental Science, Engineering or Water Resources. Basic knowledge of HVAC, plumbing, electrical and plant maintenance required.
Experience	Minimum of two years of municipal planning experience or experience in administering environmental or storm water management programs. Working knowledge of Microsoft Office software. Five years of responsible experience in construction and commercial building maintenance .
Certifications and Other Requirements	Computer skills in Microsoft Office software and Outlook (e-mail). Possession of a valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Must be able to read and comprehend technical manuals and construction blue prints. Ability to complex, technical documents, reports and regulations.
Math	Must be able to perform basic math calculations.
Writing	Ability to write reports, correspondence, and ordinance amendments.
Managerial	Planning responsibilities include scheduling daily tasks. Possess skills to work as a lead worker on projects. Ability to manage projects including scheduling and organizing meetings.
Budget Responsibility	Prepares and monitors a comprehensive budget pertaining to the Facilities/Environmental Division.
Supervisory / Organizational Control	Minimum two years of lead and supervisory responsibility.
Complexity	Position requires the ability to be self motivated, independent and self managed. Ability to follow broad instructions, objectives and policies. Work requires analysis and judgment in accomplishing diversified duties.
Interpersonal / Human Relations Skills	The employee in this position has contact with work units or departments within the Town, which may be involved in decision-making or providing approval for purchases or projects. In addition, this employee works with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Work site
Sitting	O	Driving and computer/office work
Walking	F	Between work sites
Lifting	F	Tools & equipment, packages, tables, chairs
Carrying	O	Tools & equipment, packages
Pushing/Pulling	F	Equipment, broom, vacuum
Reaching	O	Telephone, office supplies
Handling	O	Tools & equipment
Fine Dexterity	F	Small hand tools, computer, calculator, telephone and writing
Kneeling	O	Work site
Crouching	O	
Crawling	R	
Bending	F	
Twisting	O	
Climbing	O	
Balancing	O	On ladder
Vision	C	Driving, computer
Hearing	C	Communicating with public and personnel
Talking	C	Communicating with public and personnel
Foot Controls	F	Town vehicle, gator, other Town equipment

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Maintains HVAC equipment in the 25 to 150 ton capacity, operates computer monitored and controlled HVAC. Operates hydraulic high reach equipment up to 30' in height. Operates all machinery associated with facility custodial care. Utilizes all types of hand tools associated with construction and building maintenance.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	D	Extreme Temperatures	S
Chemical Hazards	W	Noise and Vibration	D
Electrical Hazards	D	Wetness/Humidity	S
Fire Hazards	D	Respiratory Hazards	W
Explosives	N	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	X
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2) Mechanical Plants

**PROTECTIVE EQUIPMENT REQUIRED:**

Hard hat, gloves (latex, leather , chemical protection), safety glasses, respiratory, safety belts, steel toed footwear (when necessary).

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Finance Director**

**Department:** Finance  
**Immediate Supervisor:** Town Manager  
**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Establishes goals, objectives, policies, procedures and priorities related to activities of finance and budgeting. Provides administrative direction for accounts payable, purchasing, information technology, sales and property tax, prepares annual budget and financial report. Researches, analyzes and develops recommendations on financial and budgetary issues.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Supervises staff to include prioritizing and assigning work; conducting performance evaluations; ensuring staff is cross-trained. Develops, implements, and evaluates departmental policies, procedures, strategies and goals.
2	S	Attends management meetings and public meetings including making presentations to Council, civic and citizen groups.
3	S	Oversees preparation of audited financial statements and special audits by coordinating with external auditors, preparing Comprehensive Annual Financial Report, Management Discussion and Analysis, disseminates reports to bond rating agencies.
4	S	Manages budget procedures and monitors the Town’s budget including revenues and expenditures. Oversees preparation of annual budget by coordinating department requests, developing management indicators, forecasting revenue projections, preparing budget message, making budget available to citizenry.
5	S	Coordinates with bond counsel, investment banking team for bond issuances and refinancing, bond ratings, covenant requirements.
6	S	Oversees maintenance of accounting ledgers and records on accounting software. Responsible for safeguarding Town’s assets by implementing appropriate internal controls.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional field and specific knowledge of generally accepted accounting principles. Knowledge is normally acquired through four years of college resulting in a Bachelors of Science in Accounting.
Experience	Over five years experience in government finance including (3) years in direct supervision.
Certifications and Other Requirements	Certification by the State of Arizona as a Certified Public Accountant (CPA) preferred. Member of national and local Government Finance Officers Association is desired
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read federal, state, and local regulations, accounting manuals and promulgations, and computer manuals.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division as well as interpolations, statistical analysis, and projections.
Writing	Work requires the ability to write reports, summaries, memos, letters, outlines, and requests; written reports need to be understandable by the general public.
Managerial	Planning responsibilities include allocation of personnel and resources to accomplish all assignments that have deadlines and communicating requirements for upcoming changes, deadlines, training and computer updates.
Budget Responsibility	The incumbent prepares the annual budget document that meets governmental standards (GFOA), prepares estimates of revenues, researches alternative funding resources and may recommend budget allocations for presentation to the Town Manager. Monitors actual versus budgeted revenues and expenditures.
Supervisory / Organizational Control	Work requires supervising and monitoring performance for a group of regular employees in a work unit, including providing input on hiring/disciplinary actions and work objectives/effectiveness, and realigning work as needed; performance evaluations and promotions.
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Talking with staff, making presentations to the public, Town Council or staff
Sitting	C	Deskwork, meetings
Walking	O	Talking with staff, attending meetings
Lifting	O	Files and office supplies
Carrying	O	Files and office supplies
Pushing/Pulling	R	Files and office supplies
Reaching	O	Filing and storage of files
Handling	C	Paperwork, telephone
Fine Dexterity	C	Computer keyboard, calculator, writing
Kneeling	R	Files and office supplies
Crouching	R	Files and office supplies
Crawling	N	None
Bending	O	Files and office supplies
Twisting	R	Files and office supplies
Climbing	R	Stairs
Balancing	R	Files
Vision	C	Reading, computer monitor
Hearing	C	Communicating with personnel and telephone
Talking	F	Communicating with personnel and telephone
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Copy machine, fax machine, telephone, calculator, general office supplies, computer and related software, laser and/or inkjet printer

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	C
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Financial Services Technician**

**Department:** Administration

**Immediate Supervisor:** Finance Director

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs as a professional specialist with responsibility for an accounting program, function or specialty area. May be assigned to a specific functional area such as Accounts Payable, Accounts Receivable or Licensing, or may carry out special projects as assigned.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Processes/reconciles daily cash receipts, requisitions, purchase orders, accounts payable and accounts receivable invoices, purchasing cards, petty cash or other program areas as assigned.
2	S	Handles all inquiries and maintains the files for the program area assigned. Verifies information for accuracy and resolves any discrepancies prior to preparing data or preparing accounting or managerial reports.
3	S	Responsible for all business licensing and animal licensing, including resolving any issues. Utilizes and maintains multiple software applications and reports, which includes coordination with Code Enforcement and processing notice violations.
4	S	Handles the issuance of peddlers licenses, badges, and approvals with other departments. Processes regular liquor license applications.
5	S	Acts as liaison with other departments to coordinate accounting activities, such as insuring accurate requisition preparation, following up on invoicing, and reconciliation of cash receipts from all departments.
6	S	Assists with other accounting functions as assigned, including but not limited to, front desk coverage and general ledger journal entries and reconciliations.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature which may be obtained with two years of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources.
Experience	A minimum of two years accounting experience. Knowledge of Microsoft Office, ActiveNet, and MUNIS preferred
Certifications and Other Requirements	
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read invoices, license applications, purchase orders, reports, and general correspondence. Attention to detail is a requirement of this position.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division, as well as business math.
Writing	Work requires the ability to write memos, emails, and documenting procedures.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work requires analysis and judgment in accomplishing diversified duties. Work requires the exercise of independent thinking within the limits of policies, standards, and precedents.
Interpersonal / Human Relations Skills	The incumbent in this position contacts others within the organization. These contacts may be involved in decision making or providing approval or decision making authority for purchases or products. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Customers may also be called for information on licensing.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Filing, making copies, and faxing
Sitting	C	Deskwork
Walking	R	To and from office equipment, mailroom, and other departments
Lifting	R	Files, boxes, and books
Carrying	R	Files, office supplies, books, and boxes
Pushing/Pulling	R	File boxes
Reaching	F	For supplies, files, and mail
Handling	C	Paperwork
Fine Dexterity	F	Computer keyboard, calculator, telephone keypad, writing
Kneeling	R	Filing in lower drawers
Crouching	R	Filing in lower drawers
Crawling	N	N/A
Bending	O	Filing in lower drawers
Twisting	F	From computer to other desk areas
Climbing	R	Ladder to reach files, stairs
Balancing	R	While on ladder reaching for files
Vision	C	Reading, computer monitor
Hearing	C	Communicating with the public and personnel both in person and on the phone
Talking	F	Communicating with the public and personnel both in person and on the phone
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Calculator, copier, fax machine, telephone, typewriter, printer, general office supplies, computer and related software such as Munis, Access and Excel.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	C
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Fleet Mechanic/Open Space & Landscape Specialist**

**Department:** Public Works

**Immediate Supervisor:** Streets Superintendent

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Schedules and performs maintenance and repairs on Town vehicles and construction equipment. Schedules emission tests and licensing. Processes documentation into Fleet Management Program. Performs a variety of semi-skilled and skilled work in maintenance and repair of landscaping, turf, irrigation systems, fountains and grounds.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Maintains the fleet data management program. Schedules preventative maintenance inspections and repairs. Schedules emissions tests by conversing with agencies to receive emissions coupons and vehicle operations to complete the emission test, working with DMV for new and old vehicle registration.
2	S	Processes maintenance documentation into fleet maintenance program, maintains fleet parts inventory and warranty repairs.
3	H	Performs routine scheduled and un-scheduled repairs to all town vehicles and equipment which include tractors, backhoes, street sweepers, dump trucks, light trucks, cars and golf carts. Also performs welding and fabrication work and checks all vehicles and equipment over for other needed services.
4	H	Performs other duties by monitoring shop safety procedures, cleaning vehicles, equipment and the shop, repairing shop equipment, research and ordering parts, analyzing complaints to ensure proper repair of the vehicles and equipment.
5	M	Inspects landscaping in medians and open spaces. Coordinates contracted landscape crews, assigning jobs, then conducting follow-up. Performs maintenance and repairs as needed on irrigation. Programs and maintains irrigation timers. Maintains up-to-date records on all irrigation systems, tracking water consumption, etc.
6	M	Cleans and maintains the fountains on Avenue of the Fountains and the water feature on Shea and Palisades.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Five years experience as an automotive and/or heavy equipment mechanic.
Certifications and Other Requirements	Possess a valid Arizona CDL Driver's License with Air Brake Endorsement for a minimum of two years with a good driving record. Mac certification license for refrigerant use. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read manuals and instructions and requires the ability to access and read the internet, OSHA directives, Town, county and state laws.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write vehicle replacement requirements, service reports and parts requests.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work requires analysis and judgment in accomplishing diverse duties. Work requires the exercise of independent thinking within the limits of policies, standards and precedents.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input checked="" type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At job site
Sitting	O	Deskwork and inside vehicle
Walking	F	Around job site and vehicle
Lifting	F	Tools and equipment
Carrying	F	Tools and equipment
Pushing/Pulling	O	Equipment and supplies
Reaching	F	For supplies and equipment
Handling	F	Supplies and equipment
Fine Dexterity	F	Installing small parts in confined areas
Kneeling	O	While inspecting and making repairs
Crouching	F	While inspecting and making repairs
Crawling	F	While inspecting and making repairs
Bending	F	While inspecting and making repairs
Twisting	F	While inspecting and making repairs
Climbing	F	Stairs, ladder
Balancing	F	On ladder and large vehicle
Vision	C	Reading, driving and looking for physical problem
Hearing	C	Communicating with personnel and listening for possible problems
Talking	O	Communicating with personnel and general public and on telephone
Foot Controls	F	Operating heavy equipment and driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Tool box, professional tool set, Hydraulic lift, jacks, A/C equipment, diagnostic break out box and scan tool equipment, tire repair equipment, steam cleaner, volt meters, charging systems, part washer, hydraulic hose maker and computer software.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	D	Extreme Temperatures	S
Chemical Hazards	D	Noise and Vibration	D
Electrical Hazards	W	Wetness/Humidity	M
Fire Hazards	W	Respiratory Hazards	D
Explosives	M	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	D		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	X
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Safety glasses, steel-toed boots, gloves, ear plugs, welding face shields

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	R
Tedious or Exacting Work	F
Noisy/Distracting Environment	C
Other (see 3 below)	

- (3)



**Job Title: GIS Technician/CAD Operator**

**Department:** Development Services

**Immediate Supervisor:** Development Services Director

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs paraprofessional technical duties for the Development Services Department. Provides technical CAD, GIS, mapping, graphics, drafting and Town facility management mapping support for all Town departments and customers.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Prepares designs, revises plans, maps, and other graphics in AutoCAD, GIS and other computerized methods, and by manual drafting methods. Coordinates, prioritizes and distributes Town digital mapping and various projects.
2	S	Design Signing and Striping plans for new subdivisions, commercial and improvement projects (final approval by Town Engineer). Address assignment and distribution to proper contacts for new subdivisions, commercial and utility structures. CIP - Engineering design, exhibits and mapping. Minor drainage projects.
3	S	Quarterly mapping updates of town maps. Prepare and check routine survey legal descriptions. Prepare Exhibits and legal descriptions for various Easement, Right-of-Way and Real Property Acquisitions and Abandonments.
4	L	Perform slope analysis checks. Obtains surveying and engineering field data. Performs routine surveying and engineering calculations. Performs occasional site development and public works inspections. Prepares schedules and cost estimates.
5	L	Maintains engineering, planning and facility drawing files, as-builts and GIS. Scanning coordination of archives. Develops written and graphic standards.
6	S	Special projects-working with Mayor, Council and Town Manager, also with public agencies and emergency services . Performs other related duties as required.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational or technical nature which may be obtained with two years of college, diploma or equivalent from a technical, business, vocational, or correspondence school. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Over two years experience in computer software applications, AutoCAD and/or Arcview software preferred. Two years of GIS experience required. Drafting, mapping, surveying, engineering, construction techniques, planning principles and practices and customer service experience preferred.
Certifications and Other Requirements	Professional or technical registration, certification or licensing preferred.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read civil engineering design guidelines, construction specifications and details, property legal descriptions, engineering plan review submittal forms and plans.
Math	Work requires the ability to perform routine surveying and engineering calculations, general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports, property legal descriptions and general correspondence.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work is governed by specific instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgement.
Interpersonal / Human Relations Skills	This position requires contact with others within the organization such as the Street Division, Parks and Recreation Department, Administration and Planning & Zoning. In addition contact may be required with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with citizens, realtors, developers, etc.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Routine office mobility
Sitting	C	Computer work
Walking	R	To and from office equipment and other departments
Lifting	R	Plotting paper rolls, Files, office supplies, books, boxes
Carrying	R	Plotting paper rolls, Files, office supplies, books, boxes
Pushing/Pulling	R	Plotting paper rolls, Files, office supplies, books, boxes
Reaching	R	Plotting paper rolls, Files, office supplies, books, boxes
Handling	O	Plotting paper rolls, Files, office supplies, books, boxes
Fine Dexterity	F	Computer keyboard, plotter's, calculator, telephone keypad, writing
Kneeling	R	Plotting paper rolls, Files, office supplies, books, boxes
Crouching	N	
Crawling	N	
Bending	R	Retrieving items from lower shelves
Twisting	R	From computer to telephone
Climbing	N	
Balancing	N	
Vision	C	Reading computer monitor
Hearing	C	Communicating with personnel and general public and telephone
Talking	F	Communicating with personnel and general public and telephone
Foot Controls	N	

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Plotter, printer, copier, planimeter, calculator, light table, label maker, multi-line telephone, binding machine, fax machine, computer and related software.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	S
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	C
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Groundskeeper II**

**Department:** Community Services

**Immediate Supervisor:** Parks Superintendent

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Maintains and cleans landscaped areas, exterior of buildings, and facilities by performing a variety of unskilled and semi-skilled tasks. This is accomplished by assisting the Park Operations Lead in the preparation and maintenance of baseball fields, softball fields, playgrounds, and related facilities.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	M	Maintain park grounds by removing trash and litter, cleaning ramadas and restrooms, blowing off sidewalks and dugouts; assists with overseeding open turf and ball fields.
2	M	Prune trees, plant trees, set irrigation clocks, install and maintain irrigation system, schedule and overseed fields.
3	M	Prepare athletic fields by painting, leveling, and lining athletic fields; perform minor construction duties.
4	M	Perform routine maintenance of playgrounds, tennis courts, basketball courts and volleyball courts.
5	M	Fertilize turf and spray pesticides
6	L	Order supplies, maintain inventory records
7	M	Assumes duties and responsibilities of Park Operations Lead as assigned during his/her absence.
8	M	Ensures safe working conditions and collaborate with Park Operations Lead to identify safety hazards in the park.
9	M	May occasionally assist the Park Operations Lead in working with and overseeing contractors, contract staff, temporary, and/or seasonal staff.
10	S-M	Performs related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four years of high school or equivalency
Experience	Three years of landscape maintenance or groundskeeping experience.
Certifications and Other Requirements	Possess a valid Arizona Driver's License for a minimum of two years with a good driving record; Playground Equipment and Safety training (within one year of hire); CPR certification; First Aid Certification; Structural Pest Control license (within one year of hire). The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read work schedules, instructions for equipment assembly, chemical distribution booklets, standard operating procedures, MSDS manuals, and equipment labels.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division.
Writing	Work requires the ability to fill out forms such as timesheets, leave requests, etc.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Normal tasks require use of definite procedures, with little deviation. Work requires limited analysis.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At job site
Sitting	F	Driving equipment
Walking	F	Around jobsite
Lifting	F	Tools and equipment
Carrying	O	Boxes, equipment
Pushing/Pulling	F	Equipment
Reaching	F	Trimming
Handling	F	Equipment
Fine Dexterity	F	Landscaping, irrigation repair
Kneeling	O	Picking up trash, pulling weeds, irrigation work
Crouching	F	Picking up trash, pulling weeds, irrigation work
Crawling	R	Picking up trash, pulling weeds
Bending	F	Picking up trash, pulling weeds
Twisting	O	Picking up trash, pulling weeds, lifting equipment
Climbing	O	Ladder
Balancing	R	On ladder
Vision	C	Observing work activities
Hearing	C	Communicating with personnel and on radio
Talking	F	Communicating with personnel and on radio
Foot Controls	O	Driving and operating heavy equipment

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Hand tools, blowers, weed cutter, chainsaw, pesticide sprayer, air compressor, chipper, power washer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	W	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	M
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Safety glasses, gloves, hearing protection, construction hat, steel-toed shoes, dust mask, and chemical resistant suit

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Home Delivered Meals Coordinator**

**Department:** Community Services

**Immediate Supervisor:** Senior Services Supervisor

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The fundamental purpose of this position is to handle the day-to-day operations of the Home Delivered Meals Program (HDM), including coordination with clients, volunteers, and communication with the vendor contracted to prepare the meals.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	In constant contact with the chef and staff of Fountain View Village (FVV) regarding meal schedule, meal quantity, and monitor quality of meals standards set by state guidelines. Relays client comments about the meals to the kitchen staff.
2	S	Monitor and maintain all aspects of client's meal schedule; including client information, billing information, and changes to the daily route sheets. Maintain and track client accounts. Must clearly communicate and generate reports for FVV, and the Town's Finance Division.
3	L	Work with the daily HDM Volunteer Coordinators to make sure all routes are covered. Request monthly schedule from coordinators. Maintain data base with volunteer schedule and contact information. Recruit new volunteer drivers, schedule training, and advise Town's Volunteer Coordinator of all new HDM volunteers.
4	L	Intake new self-pay clients, create/update weekly route sheets, and change out route books. Enter all client meals into ActiveNet and print reports. Apply for PO through Munis. Create requisition and check request for contracted meal vendor. Process self-pay client billing: invoice and mail. Update client information into ActiveNet and enter client meals into Activenet. Invoice Senior Services, Inc. Update monthly charts and reports. Coordinate background checks for all HDM volunteers.
5	S	Maintain volunteer contact spread sheet, volunteer folders, and volunteer level one clearance compliance. Keep Home Delivered Meals procedures up-to-date and available to volunteers. Create weekly route sheets for volunteers, which includes maps and driving directions. Keep volunteers briefed on any changes in the routing or delivery procedures. Trouble shoot problems when needed with client meal delivery. Notify Sheriff's Office if needed to conduct a wellness check. Be available to deliver meals if needed. Maintain HDM bags, route books, and supplies.
6	S	Demonstrate continuous effort to improve work cooperatively with co-workers to provide quality customer service. Maintain office and lobby kiosks. Work with office volunteers. Other duties as needed/assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Must be proficient in Excel worksheets and Word documents. Level of knowledge equivalent to four years of high school or equivalency.
Experience	A minimum of one year customer service, preferably with seniors. Minimum of one year clerical experience.
Certifications and Other Requirements	Possession of a valid Arizona driver's license for a minimum of two years with a good driving record. CPR/AED certified. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires ability to read routine documents.
Math	Work requires general math calculations (addition, subtraction, multiplication, division, percentages, decimals).
Writing	Work requires the ability to write weekly schedules, procedural reports, and activity reports.
Managerial	Work requires ability to multitask.
Budget Responsibility	Prepare supportive documents.
Supervisory / Organizational Control	Position has no supervisory responsibility.
Complexity	Work involves professional judgement to provide appropriate responses to customers and the public.
Interpersonal / Human Relations Skills	The incumbent in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Faxing, copying, filing
Sitting	F	Deskwork
Walking	O	Around office and Community Center. Deliver route books to kitchen.
Lifting	R	Files, office supplies, and meal bags
Carrying	R	Files, office supplies
Pushing/Pulling	R	Doors, filing drawers
Reaching	F	Files, books, keyboards
Handling	F	Paperwork
Fine Dexterity	F	Computer keyboard, calculator, telephone keypad, writing
Kneeling	R	Filing in lower drawers
Crouching	N	
Crawling	N	
Bending	O	Filing in lower drawers
Twisting	O	From telephone to computer
Climbing	R	Stairs
Balancing	R	Files
Vision	C	Reading, computer monitor, driving
Hearing	C	Communication with staff, customers, on the telephone
Talking	F	Communication with staff, customers, on the telephone
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	N
Other (see 3 below)	

- (3)



**Job Title: Information Technology Support Specialist**

**Department:** Administration

**Immediate Supervisor:** Network and Information Technology Administrator

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The Information Technology Support Specialist provides first level support for all users of the Town’s IT supported systems including hardware, software, and telecommunications, by assisting with the installation, maintenance and repair of computer applications, user accounts, stand-alone and network hardware, software, and peripherals. Trouble-shoots and performs first level photo-copier support, and acts as videographer at Town meetings as required. Delivers excellent customer service to peers, management, and the public.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Assists with management of system users on Town IT network system, including log-in information, email accounts, and designated software. Ensures that users are connected to necessary drives and printers and that systems function properly. Assists employees with IT questions and troubleshoots and solves problems. Delivers excellent customer service to peers and management by responding to requests in a timely and courteous manner.
2	S	Performs routine maintenance on network computers, ensuring that security and software updates are performed on a regular basis.
3	L	Provides basic maintenance on Town copiers: changing ink and toner cartridges as necessary, ensuring copiers are in good working order and reporting and escalating any issues that may arise. Helps employees trouble-shoot and resolve printer malfunctions.
4	L	Installs hardware and peripheral components such as monitors, keyboards, and printers. Trouble-shoots issues on telecommunication system. Acts as videographer at Town Council meetings, as requested.
5	S	Helps maintain Town-wide software licenses, software inventory, cell phones, pagers, and maintenance contracts. Provides end-user IT training to staff. Helps administer access control system by issuing building access and ID cards, adding and removing users.
6	S	Implements operational standards and escalation procedures to ensure service levels are maintained at a consistent level. Documents, tracks, and monitors problems to ensure resolution in a timely manner with the least impact on Town operations.
7	S	Performs other duties as assigned or required.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature that may be obtained with six-months/one year of advanced study or training past the high school equivalency. Community college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training. .**
Experience	Minimum of 1 year (1) year experience in a related field.
Certifications and Other Requirements	Microsoft Certified Professional, A+ Certified, equivalent IT certifications or degree in Information Technology preferred.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read technical instructions, technical software specifications, letters, memos, and general correspondence.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write memos, presentations, and issue requests for proposals, letters, and general correspondence.
Managerial	Job has no responsibility for the supervision of others but provides advice/direction on IT matters to other employees.
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	The employee normally performs assignments under the direction of the Network and Information Technology Administrator. There is some opportunity for discretion when making selections among readily identifiable choices. Work involving discretion is typically reviewed by manager before being executed.
Interpersonal / Human Relations Skills	Work requires contact with others in the organization. In addition, work is performed with contact to others outside the Town who may belong to professional or peer organizations. Vendors and suppliers may be called upon to provide information on purchases, supplies, or products. Discussions may be conducted with Town employees and outside sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Observing work duties and activities
Sitting	F	Deskwork and meetings
Walking	O	To and from office equipment, other departments, to/from job sites
Lifting	O	Files, office supplies, video recording and computer equipment
Carrying	R	Files, office supplies, video recording and computer equipment
Pushing/Pulling	O	Computer equipment, copier equipment
Reaching	O	Connecting equipment cables
Handling	O	Files, office supplies, and computer equipment
Fine Dexterity	O	Computer and telephone keypads, writing, setting jumpers on circuit boards
Kneeling	O	Working on computers on the floor
Crouching	O	Working on computers on the floor
Crawling	O	Working on computers on the floor
Bending	O	Working on computers on the floor
Twisting	R	Working on computers on the floor
Climbing	R	Ladders, stairs
Balancing	R	Ladders
Vision	C	Reading, computer monitor, driving, observing work activities
Hearing	C	Communicating with personnel and general public and on phone
Talking	C	Communicating with personnel and general public and on phone
Foot Controls	N	

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Screw drivers, ladders, test meters, copy machine, fax machine, telephone, calculator, office supplies, computer and software, laser and/or ink jet printer

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	W	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1) N/A
- (2) N/A

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	N
Other (see 3 below)	-

- (3) N/A



**Job Title: Lead Operations Support Worker**

**Department:** Community Services

**Immediate Supervisor:** Community Center Manager

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Supports a wide variety of facilities operations at the Community Center to ensure the efficient operation of its events and programs. This is the advanced level class within the Operations Support Worker series. Employees within this class are distinguished from the Operations Support Worker through the performance of more complex assignments, including the oversight of unique situations that may arise during events or programs held at the Community Center facility. Employees in this class are fully aware of operating procedures and policies, and serve as a staff liaison during events. Employees in this class also work a regular schedule and assist with front desk and/or administrative duties as assigned.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	VH	Ensures the set-up and take down of chairs, tables, staging, lighting, audio-visual, sound gear, dance floor, kitchen and bar and other required equipment in accordance with client lease requirements.
2	L	Trains and provides direction to Operations Support Workers before, during and after Community Center events and programs ensuring that all lease and set-up requirements are met.
3	L	Opens and/or secures facility before and after events. Completes event reports, ongoing maintenance, and cleaning checklists. Assists in planning for facility usage, including serving as a point of contact with customers and the public. May create and interpret event layout drawings utilizing computerized software. Facilitates Community Center room rentals in the computerized reservation software system, and assists the Community Center Manager with tracking and monitoring contracts.
4	L	Demonstrates continuous effort to improve operations, decrease turn-around times, streamline work process, and works cooperatively and jointly to provide quality seamless customer service.
5	L	Performs custodial duties as needed, including but not limited to cleaning, sanitizing and replenishing restrooms. Washes windows, walls and mirrors. Sweeps, mops, scrubs, waxes and vacuums floors. Dusts and cleans offices. Replaces light bulbs, cleans and polishes fixtures and empties waste receptacles and ashtrays.
6	L	Performs other related duties as assigned

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical and/or office processes. Level of knowledge equivalent to four years of high school or equivalency. Proficient in Microsoft Office applications especially spreadsheets, and Word documents. Proficient in the use of electronic reservation/scheduling systems.
Experience	One (1) year prior experience setting-up audio visual, staging, lighting, banquet facilities and working in a customer-service capacity. Previous banquet or meeting facilities skills a plus. **
Certifications and Other Requirements	Possession of a valid drivers license for a minimum of two years with a good driving record. CPR/AED Certification. The Town currently designates this job as a “safety-sensitive position.” Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Requires good reading skills. Being able to follow, interpret and communicate written instructions is important in this position.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports and fill out forms.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	While no direct supervision is exercised, work requires training of other employees, providing direction and clarification of job assignments, interpreting and communicating policies and procedures to other employees, and reporting operating issues to supervisory staff.
Complexity	Work requires the use and application of standard technical skills. There is some opportunity for discretion when making selections among readily identifiable choices. Work involving discretion is typically reviewed by manager before being executed.
Interpersonal / Human Relations Skills	Customer/Client relations and team building skills are required. Communication and the ability to provide leadership and work in a team environment are essential.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input checked="" type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Moving equipment, supplies, furniture
Sitting	O	
Walking	F	Moving equipment, supplies, furniture, monitor building operations
Lifting	F	Tables, chairs and sections of dance floors.
Carrying	F	Tables, chairs and sections of dance floors.
Pushing/Pulling	F	Staging, carts, racks of chairs up to 120Lbs.
Reaching	F	Moving equipment, supplies, furniture
Handling	F	Moving equipment, supplies, furniture
Fine Dexterity	R	
Kneeling	F	Installing dance floors, audio cords and electrical cords
Crouching	F	Installing dance floors, audio cords and electrical cords
Crawling	R	
Bending	F	Moving equipment, supplies, furniture
Twisting	F	Moving equipment, supplies, furniture
Climbing	R	Ladders
Balancing	R	
Vision	C	Computer work, moving equipment, supplies, furniture
Hearing	F	Customer/Client services.
Talking	F	Customer/Client services.
Foot Controls	R	

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, copy machine, vacuum cleaner, floor machines.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	W	Extreme Temperatures	N
Chemical Hazards	W	Noise and Vibration	N
Electrical Hazards	M	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	X
Other (see 2 Below)	D

- (1)
- (2) Community Center

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Lead Park Attendant**

**Department:** Community Services

**Supervisor:** Recreation Program Coordinator

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The Lead Park Attendant, under direct supervision, is responsible for driving between the Town’s multiple parks to prepare fields for sporting events, perform maintenance and custodial services, monitor and report vandalism and ensure that park grounds are free of trash and debris. The incumbent in this position also acts as a lead for other Park Attendants. The Lead Park Attendant trains and provides functional direction to Park Attendants, interprets and communicates policies, and reports operating issues to direct supervisors. Incumbent is expected to be available to work at the majority, if not all, of the Town’s large scale special events including, but not limited to: St Patrick’s Day Festival, Eggstravaganza, 4<sup>th</sup> at the Fountain, Back 2 School Bash and Turkey Trot.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Acts in a lead capacity which involves training employees, providing direction to other employees, interpreting and communicating policies and assignments to employees, and reporting operating issues to the supervisor. Incumbent is expected to be available to work all Town’s large scale events.
2	M	Monitors parks using Town vehicles and equipment. Picks up trash and debris and cleans building facilities and restrooms.
3	M	Sets up apparatus and other equipment and issues supplies; lines athletic fields and ball diamonds, participates in the delivery of recreation programs and interacts with participants.
4	S	Checks for vandalism or unsafe conditions and reports them to supervisor. Completes daily status reports. Delivers flyers to park kiosks.
5	S	Demonstrates continuous effort to improve operations, decrease turnaround times, streamline work processes, and work cooperatively and jointly to provide quality seamless customer service
6	L	Performs other duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four years of high school or equivalency.
Experience	Twelve (12) months experience as a Park Attendant or in related programs areas preferred.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record, Basic First Aid and CPR/AED Certification required. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read reports, interpret manuals, rules, contracts, purchase orders, and professional publications.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports and fill out forms. Must possess the ability to write letters, sponsorship requests, flyers, receipts, and equipment bids.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	While no direct supervision is exercised, work requires training of other employees, providing direction and clarification of job assignments of other employees, interpreting and communicating policies and procedures to other employees, and reporting operating issues to supervisory staff.
Complexity	Work requires the use of standard technical skills appropriate to the work environment of the organization. Limited analysis and independent thinking is utilized.
Interpersonal / Human Relations Skills	Establish and maintain effective working relationships with employees and the public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	C	At park sites, recreation facilities and programs/events
Sitting	F	Deskwork, meetings, driving
Walking	F	At park sites, recreation facilities and programs/events
Lifting	F	Equipment and supplies
Carrying	F	Equipment and supplies
Pushing/Pulling	F	Equipment and supplies
Reaching	F	Equipment and supplies
Handling	F	Equipment and supplies
Fine Dexterity	O	Computer keyboard, telephone keypad, writing
Kneeling	F	At park sites, recreation facilities and programs/events
Crouching	F	At park sites, recreation facilities and programs/events
Crawling	O	At park sites, recreation facilities and programs/events
Bending	O	At park sites, recreation facilities and programs/events
Twisting	O	At park sites, recreation facilities and programs/events
Climbing	R	At park sites, recreation facilities and programs/events
Balancing	R	At park sites, recreation facilities and programs/events
Vision	C	Reading, computer work, driving
Hearing	C	Communication with staff and customers
Talking	C	Communication with staff and customers
Foot Controls	F	Operating vehicles

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	M	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	M
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Network and Information Technology Administrator**

**Department:** Administration

**Immediate Supervisor:** Finance Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Manages the activities of Information Technology including application services, system and network operations, customer support and telecommunications services.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Plans and organizes direction of the information technology activities of the Town including network, infrastructure, telecommunications, computer-related hardware and software, IT security, IT consulting and project management and new technology research. Works with departments in identifying computer software and hardware needs. Prepares special studies, analyses and projections.
2	L	Provides quality technical support by troubleshooting and analyzing systems with a high degree of customer service, technical expertise and timeliness to Town staff. Provides support for Council and Commission meetings. Provides Town website content and upkeep.
3	L	Manages the technical, programming, production aspects of the Town's government access channel and streaming media resources. Manages live televised public meetings held in Town Council Chambers. Contributes to Web content videos including; creating and collaborating on content; posting videos to the public website, internal media server; and troubleshooting Web video issues.
4	S	Analyzes, designs, installs, configures, maintains and repairs the Town's network infrastructure; Configures network devices of all new and existing hardware; Troubleshoots and resolves all network connectivity issues; maintains existing network infrastructure and all network equipment; Responsible for providing technical leadership and project management activities in support of operational objectives; communicates regularly with staff to maximize the effectiveness and efficiency of interdepartmental operations and activities; Provides customer service to all staff, internal customers as well as citizens of the Town of Fountain Hills; Utilizes communication, analytical, design, decision-making, project and problem solving skills to maximize the benefit of IT investments. Provides analysis to resolve and prevent long term system deficiencies; Maintains backup systems and procedures; executes system modifications, performance monitoring, and troubleshooting; Manages the implementation of enterprise level networking systems and maintains the health of the core infrastructure; analyzes, diagnoses and troubleshoots switching and routing issues; identifies, analyzes, architects, and proposes replacement solutions for

		all routing, switching and cabling systems reaching end of life; Monitors, analyzes and optimizes system performance and functionality for all routers, switches, firewalls and ancillary support devices; diagnoses problems and develops effective solutions for hardware and applications software;
5	S	Administers the division budget. Maintains Town-wide software licenses, software inventory, cell phones, pagers, and maintenance contracts. Provides end-user training to staff. Administers access control system by issuing building access and ID cards, adding and removing users.
6	S	Develops, implements, and manages operational standards and escalation procedures to ensure service levels are maintained at a consistent level. Documents, tracks, and monitors problems to ensure resolution in a timely manner with the least impact on Town operations .
7	S	Performs other duties as assigned or required. .

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires a Bachelor's Degree in Computer Science, Information Technology, or related field, knowledge of a specific vocational, administrative, or technical nature which may be obtained with advanced training or study past the high school equivalency. Junior college, vocational, business, or technical schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training. **
Experience	Minimum of five (5) years experience as Network Administrator or I/T Technician.
Certifications and Other Requirements	Microsoft Certified Professional, A+ Certified, or advanced degree in Information Technology preferred. Possess a valid Arizona Driver's License for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read technical instructions, technical specifications, planning documents, letters, memos, and general correspondence.
Math	Work requires the ability to perform general math calculations.
Writing	Work requires the ability to write memos, presentations, and issue requests for proposals, letters, and general correspondence.
Managerial	Allocating resources and planning projects.
Budget Responsibility	Prepares and monitors annual Information Technology budget and makes recommendations to other Town departments for technology requests.
Supervisory / Organizational Control	Supervises Information Technology Support Specialist
Complexity	Work is governed by broad instructions, objectives, and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment.
Interpersonal / Human Relations Skills	Work requires contact with others in the organization. In addition, work is performed with contact to others outside the Town who may belong to professional or peer organizations. Working with state and federal agencies may also be required. Vendors and suppliers may be called upon to provide information on purchases, supplies, or products. Meetings and discussions may be conducted with Town employees and outside sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Observing work duties and activities
Sitting	F	Deskwork and meetings
Walking	O	To and from office equipment, other departments, to/from job sites
Lifting	O	Files, office supplies, and computer equipment
Carrying	R	Files, office supplies, and computer equipment
Pushing/Pulling	O	Computer equipment
Reaching	O	Connecting equipment cables
Handling	O	Files, office supplies, and computer equipment
Fine Dexterity	O	Computer and telephone keypads, writing, setting jumpers on circuit boards
Kneeling	O	Working on computers on the floor
Crouching	O	Working on computers on the floor
Crawling	O	Working on computers on the floor
Bending	O	Working on computers on the floor
Twisting	R	Working on computers on the floor
Climbing	R	Ladders, stairs
Balancing	R	Ladders
Vision	C	Reading, computer monitor, driving, observing work activities
Hearing	C	Communicating with personnel and general public and on phone
Talking	C	Communicating with personnel and general public and on phone
Foot Controls	R	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Screw drivers, ladders, test meters, copy machine, fax machine, telephone, calculator, office supplies, computer and software, laser and/or ink jet printer

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	W	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1) N/A
- (2) N/A

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	N
Other (see 3 below)	-

- (3) N/A



**Job Title: Operations Coordinator - Community Center**

**Department:** Community Services

**Immediate Supervisor:** Community Center Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Performs both set up and take down duties as well as participatory supervision of operation workers. Organizes, supervises and oversees the daily custodial and maintenance services. Coordinates repairs and construction projects, maintains proper levels of supplies needed for facility maintenance. Works with the Community Center Event Coordinator to ensure that facilities, equipment and set up meet the requirements of the event and the client's contractual agreements.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Prepares work schedules based on staffing budget and event schedule. Assigns work to employees, oversees work procedures and inspects work in progress to support various events and activities.
2	M	Trains and supervises employees in the safe operation of equipment, such as floor scrubbers, dance floor, staging, alarms, AV equipment, and in routine maintenance of the building and equipment.
3	S	Communicates with vendors and evaluates new products as needed. Keeps current on maintenance of all equipment and building codes. Maintains compliance with OSHA standards and fire code regulations.
4	L	Communicates with Center clients and staff to clarify needs ensuring proper event set up. Works closely with Community Center Event Coordinator and Senior Center Supervisor to make sure event sheets and drawings are reviewed after event has ended.
5	M	Arranges for last minute adjustments in room or equipment set up at the request of lessee. Resolves problems or complaints from clients or the public in accordance with established policies and procedures
6		

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Principles and practices of supervision for personnel. Knowledge of common tools and the use and maintenance of light motorized equipment. Knowledge of fire codes and safety practices and procedures for custodial and public facilities. Knowledge of specialized equipment such as audio visual equipment, operable wall system, HVAC and cleaning equipment.
Experience	One year of facilities operations management, or the equivalent training and experience in event management and supervision.**
Certifications and Other Requirements	Basic computer skills and possession of a valid driver's license for a minimum of two years with a good driving record. CPR/AED certification required. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and interpret policies and procedures, contracts, comprehend and make inferences from written materials.
Math	Work requires the ability to make basic math calculations such as addition, subtraction, multiplication, division and percentages.
Writing	Produce written documents in the English language with clearly organized thoughts using proper sentence construction, punctuation, and grammar.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	Supervise the work activities of multiple support staff groups and satisfy the contract requirements for multiple events occurring simultaneously.
Complexity	Work involves decision making within established policies and procedures. Professional actions and judgement and analytical skills required to determine appropriate courses of action.
Interpersonal / Human Relations Skills	The position requires a high degree of interaction with others both inside and outside of the organization.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input checked="" type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	C	At events and programs.
Sitting	O	Office and paperwork.
Walking	C	Set up and take down of various events.
Lifting	C	Supplies and equipment, event setup.
Carrying	C	Supplies and equipment, event setup.
Pushing/Pulling	C	Supplies and equipment, event setup.
Reaching	R	Supplies and equipment, event setup.
Handling	R	Supplies and equipment.
Fine Dexterity	R	Supplies and equipment.
Kneeling	R	Supplies and equipment.
Crouching	R	Supplies and equipment.
Crawling	N	
Bending	O	Supplies and equipment, event setup.
Twisting	N	
Climbing	N	
Balancing	N	
Vision	F	Reading, observing activities, driving.
Hearing	C	Communicating with personnel and general public.
Talking	C	Communicating with personnel and general public.
Foot Controls	O	Driving to and from outside events.

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, audiovisual equipment, and supplies related to event setup.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	W	Extreme Temperatures	N
Chemical Hazards	M	Noise and Vibration	N
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	M	Respiratory Hazards	N
Explosives	N	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	M		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	X

- (1)
- (2) Community Center

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	R
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Operations Support Worker**

**Department:** Community Services

**Immediate Supervisor:** Community Center Manager

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Sets up and takes down chairs, tables, staging, sound equipment, dance floors and/or other equipment in accordance with the rental requirements; supports a wide variety of facilities operations at the Community Center. Communicates with the public, clients, vendors and management in order to answer inquiries, and provide excellent customer service.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	VH	Ensures the set-up and take down of chairs, tables, staging, sound equipment, dance floor or other equipment in accordance with the lease requirements.
2	L	Working knowledge of all audio visual, sound, lighting, kitchen and bar equipment. Responsibilities include set-up and basic operation of equipment.
3	L	May occasionally open and/or secure facility before and after events. Completes event reports noting attendance and any significant problems.
4	L	Demonstrates continuous effort to improve operations, decrease turn-around times, streamline work process, and works cooperatively and jointly to provide quality seamless customer service.
5	L	Performs custodial duties as needed, including but not limited to cleaning, sanitizing and replenishing restrooms. Washes windows, walls and mirrors. Sweeps, mops, scrubs, waxes and vacuums floors. Dusts and cleans offices. Replaces light bulbs, cleans and polishes fixtures and empties waste receptacles and ashtrays.
6	L	Performs other related duties as assigned

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical and/or office processes.
Experience	Audio, visual and customer service skills. Previous banquet or meeting facilities skills a plus. **
Certifications and Other Requirements	Possession of a valid drivers license for a minimum of two years with a good driving record. CPR/AED Certification. The Town currently designates this job as a “safety-sensitive position.” Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Requires good reading skills. Being able to follow written instruction is important in this position.
Math	Work requires basic math skills. The ability to calculate and balance cash in and cash out transactions.
Writing	Work requires good written skills. Communication between shifts is essential.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work involving discretion is typically reviewed by manager before being executed.
Interpersonal / Human Relations Skills	Customer/Client relations and team building skills are required. Communication and the ability to work in a team environment are essential.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input checked="" type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Moving equipment, supplies, furniture
Sitting	O	
Walking	F	Moving equipment, supplies, furniture, monitor building operations
Lifting	F	Tables, chairs and sections of dance floors.
Carrying	F	Tables, chairs and sections of dance floors.
Pushing/Pulling	F	Staging, carts, racks of chairs up to 120Lbs.
Reaching	F	Moving equipment, supplies, furniture
Handling	F	Moving equipment, supplies, furniture
Fine Dexterity	R	
Kneeling	F	Installing dance floors, audio cords and electrical cords
Crouching	F	Installing dance floors, audio cords and electrical cords
Crawling	R	
Bending	F	Moving equipment, supplies, furniture
Twisting	F	Moving equipment, supplies, furniture
Climbing	R	Ladders
Balancing	R	
Vision	C	Computer work, moving equipment, supplies, furniture
Hearing	F	Customer/Client services.
Talking	F	Customer/Client services.
Foot Controls	R	

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, copy machine, vacuum cleaner, floor machines.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	W	Extreme Temperatures	N
Chemical Hazards	W	Noise and Vibration	N
Electrical Hazards	M	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	X
Other (see 2 Below)	D

- (1)
- (2) Community Center

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	C
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Park Attendant**

**Department:** Community Services

**Supervisor:** Recreation Program Coordinator

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The Park Attendant, under direct supervision, is responsible for driving between the Town’s multiple parks to prepare fields for sporting events, perform maintenance and custodial services, monitor and report vandalism and ensure that park grounds are free of trash and debris. Incumbent is expected to be available to work at the majority, if not all, of the Town’s large scale special events including, but not limited to: St Patrick’s Day Festival, Eggstravaganza, 4<sup>th</sup> at the Fountain, Back 2 School Bash and Turkey Trot.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	M	Monitors parks using Town vehicles and equipment. Picks up trash and debris, and cleans building facilities and restrooms.
2	M	Sets up apparatus and other equipment and issues supplies; lines athletic fields and ball diamonds, participates in the delivery of recreation programs and interacts with participants.
3	S	Checks for vandalism or unsafe conditions and reports them to supervisor. Completes daily status reports.
4	S	Delivers flyers to park kiosks.
5	M	Performs other duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four years of high school or equivalency.
Experience	Six (6) months experience in related programs areas preferred.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record, Basic First Aid and CPR/AED Certification required within 6 months of hire. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read reports.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports and fill out forms.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of initiative and independent analytical and evaluative judgement.
Interpersonal / Human Relations Skills	Establish and maintain effective working relationships with employees and the public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	C	At park sites, recreation facilities and programs/events
Sitting	F	Deskwork, meetings, driving
Walking	F	At park sites, recreation facilities and programs/events
Lifting	F	Equipment and supplies
Carrying	F	Equipment and supplies
Pushing/Pulling	F	Equipment and supplies
Reaching	F	Equipment and supplies
Handling	F	Equipment and supplies
Fine Dexterity	O	Computer keyboard, telephone keypad, writing
Kneeling	F	At park sites, recreation facilities and programs/events
Crouching	F	At park sites, recreation facilities and programs/events
Crawling	O	At park sites, recreation facilities and programs/events
Bending	O	At park sites, recreation facilities and programs/events
Twisting	O	At park sites, recreation facilities and programs/events
Climbing	R	At park sites, recreation facilities and programs/events
Balancing	R	At park sites, recreation facilities and programs/events
Vision	C	Reading, computer work, driving
Hearing	C	Communication with staff and customers
Talking	C	Communication with staff and customers
Foot Controls	F	Operating vehicles

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	M	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	M
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Park Operations Lead**

**Department:** Community Services

**Supervisor:** Parks Superintendent

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Manages maintenance of park or parks and oversees contract staff. Assists with equipment and projects as needed.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Assists with work schedules by planning and organizing projects with Park Supervisor and employees. Oversees crews and projects. Performs hands-on work.
2	S	Administers yearly budget by allocating funds for the park's operational needs ; collects proposals to get specific projects accomplished.
3	S	Monitors contract staff by observing daily work performance, ensuring the completion of projects.
4	M	Inspects park site for public safety hazards or problems in the field, taking initiative for corrective action.
5	M	Maintains accurate records of work activities and scheduling of overseeding and irrigation clocks; monitoring water usage; pesticide and fertilizer management schedule; legal and health concerns with effluent water.
6	M	Responsible for overall, safety of playgrounds, fields, and all amenities. Responsible for ordering all supplies, tools, and equipment needed for daily operations of the park and scheduled activities; operating various equipment as needed for projects.
7	S-M	Performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	High school diploma or equivalency; knowledge of irrigation systems with master valve and pump station, clocks, wires, valves, heads, drip and rotors, as well as legal and health concerns with using effluent water, and environmental impact of herbicides and fertilizers.
Experience	Five (5) years in grounds and/or turf maintenance
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. State of Arizona pesticide applicator certificate (within one year of employment), basic first aid, CPR/AED Certification, certified landscape professional program (within one year of employment), playground safety certification. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read contract proposals, memos, action plans, budgets, schedules, blue prints, chemical distribution booklets, standard operating procedures, and MSDS manuals.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division; and basic calibrations for chemical applications.
Writing	Work requires the ability to write action plans, schedules, budgets, memos, and general correspondence.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	Works in Lead capacity for Groundskeeper II, and provides direction for contractors, contract staff, temporary, and/or seasonal staff
Complexity	Work is governed by broad instructions, objectives, and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgement.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town such as field supervisors, coordinators, public works, or directors that may be involved in decision making or providing approval for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies, or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

<b>PHYSICAL DEMANDS</b>	<b>FREQUENCY CODE</b>	<b>DESCRIPTION</b>
Standing	F	During inspections, trimming, raking, prepping
Sitting	O	Deskwork and driving
Walking	C	Prepping, trimming, painting
Lifting	F	Bases, branches, garbage, tables, fertilizers, seed, plants, trees.
Carrying	F	Assisting crews with equipment and projects
Pushing/Pulling	F	Assisting crews with equipment and projects
Reaching	F	Assisting crews with equipment and projects
Handling	F	Assisting crews with equipment and projects
Fine Dexterity	O	Computer keyboard , telephone keypad, and writing
Kneeling	F	Assisting crews with equipment and projects
Crouching	F	Assisting crews with equipment and projects
Crawling	F	Assisting crews with equipment and projects
Bending	F	Assisting crews with equipment and projects
Twisting	F	Assisting crews with equipment and projects
Climbing	F	Assisting crews with equipment and projects
Balancing	F	Assisting crews with equipment and projects
Vision	C	Reading, computer monitor, observing work activities
Hearing	C	Communicating with personnel and general public
Talking	C	Communicating with personnel and general public
Foot Controls	F	Assisting crews with equipment and projects

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Backhoe, trencher, blower, chainsaws, trailer, tractor, gators, spreaders, paint and chemical sprayers.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	D	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	D
Electrical Hazards	S	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	D
Explosives	N	Physical Hazards	M
Communicable Diseases	M		
Physical Danger or Abuse	N		
Other (see 1 Below)	W		

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1) Hepatitis, effluent water
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Safety glasses, gloves, hearing protection, construction hat, steel-toed shoes, dust mask, and chemical resistant suit

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Parks Superintendent**

**Department:** Community Services

**Immediate Supervisor:** Community Services Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The Parks Superintendent plans, organizes and directs the activities of the Town’s park system. Incumbent is responsible for developing and monitoring the park’s budget, supervising and evaluating Parks Division staff, facilities and daily maintenance operations, and overseeing multi-million-dollar contracts. Incumbent also coordinates activities with other departments and provides excellent customer service to citizens by resolving any issues and complaints.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Directs, supervises, and evaluates Parks Division staff. Responsible for overall operation of Parks Division facilities, amenities and vehicles and equipment. Provides organizational leadership by developing division and individual goals and objectives, and recommending strategies for maximizing efficiency, safety and quality of park operations. Ensures safe and efficient operation of Parks’ facilities and equipment and compliance with city policies and state and local regulations.
2	S	Develops and monitors overall Parks Division budget. Conducts research and prepares written budgetary expenditure justification, facility usage and activity reports. Reviews and approves division purchases.
3	S	Participates in the planning of new park facilities.
4	S	Administers and oversees multi-million-dollar contracts for grounds maintenance and capital improvements. Meets with vendors and oversees contract workers.
5	L	Plans, develops and evaluates annual maintenance, landscape and horticulture plans for parks. Demonstrates continuous effort to improve operations and customer service by streamlining work processes, reducing turnaround times and ensuring budgetary goals are met.
6	H	Assists staff with daily maintenance and operations as needed at each park facility.
7	L	Performs other duties as assigned or required.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with a two-year associate’s degree, diploma or equivalent from a college, technical, business, or vocational school. Appropriate certification may be awarded upon satisfactory completion of advanced study or training. Proficient in Microsoft Office applications especially spreadsheets, and Word documents. Proficient in the use of electronic maintenance management systems.
Experience	Minimum 5 years experience in supervision of municipal parks or ground maintenance.
Certifications and Other Requirements	Possess a valid Arizona Driver's License for a minimum of two years with a good driving record; Playground Equipment and Safety certification; CPR certification; First Aid Certification; Structural Pest Control license. The Town currently designates this job as a “safety-sensitive position.” Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Ability to read and interpret reports, memos, bids, blueprints, manuals and correspondence.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division; basic calibrations for chemical applications.
Writing	Requires ability to correspond by writing reports, e-mails, memos, letters, requisitions, and employee evaluations.
Managerial	Responsibilities include personnel reviews, maintenance schedules, administering contracts, and attending meetings.
Budget Responsibility	Responsible for preparing all Town parks annual budgets, including research and recommendations for park equipment and facilities
Supervisory / Organizational Control	Work requires managing and supervising all Parks Division employees, including input on hiring, disciplinary actions, goal-setting and evaluations.
Complexity	Work requires extensive knowledge of all aspects of grounds and facilities maintenance: turf, irrigation, buildings, electrical, mechanical, safety, budgets, customer service. Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment. Requires the ability to exercise decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers will also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and the general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	During inspections, tours, and assisting personnel
Sitting	O	Desk work, meetings, and driving
Walking	F	During inspections, tours, and assisting personnel
Lifting	O	Assisting crews with equipment and projects
Carrying	O	Assisting crews with equipment and projects
Pushing/Pulling	O	Assisting crews with equipment and projects
Reaching	O	Assisting crews with equipment and projects
Handling	O	Assisting crews with equipment and projects
Fine Dexterity	F	Computer keyboard , telephone keypad and writing
Kneeling	O	Assisting crews with equipment and projects
Crouching	O	Assisting crews with equipment and projects
Crawling	N	N/A
Bending	O	Assisting crews with equipment and projects
Twisting	O	Assisting crews with equipment and projects
Climbing	R	Assisting crews with equipment and projects
Balancing	R	Assisting crews with equipment and projects
Vision	F	Reading, computer monitor, observing work activities
Hearing	C	Communicating with personnel and general public
Talking	C	Communicating with personnel and general public
Foot Controls	O	Assisting crews with equipment and projects

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Backhoe, trencher, blower, chainsaws, trailer, tractor, gators, spreaders, paint and chemical sprayers, printer, and computer

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	M	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	M
Explosives	N	Physical Hazards	M
Communicable Diseases	M		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Safety glasses, gloves, hearing protection, constuction hat, steel-toe shoes

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Public Works Director**

**Department:** Public Works

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Plans and directs the operation of the Public Works Department, including administration of the Street Division, Capital projects, Environmental programs, right-of-way permits and inspections; is responsible for operating, maintaining and improving the Town’s public infrastructure; develops and carries out the annual capital improvement program for the Public Works Department. Provides professional and technical support to the Town Manager, Town Council and other boards and commissions. Oversees the development and ongoing expenditures of the department budget.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Oversees the direction of department divisions by providing direction to division heads. Oversees and creates department goals, policies and procedures. Authorizes and oversees department personnel and budget decisions.
2	S	Represents the Town on public works matters by presenting directions and decisions at Town meetings. Provides technical background and professional opinions to the Town Manager and Council. Communicates the Town's official opinion on public works related matters and makes presentations at external meetings regarding public works.
3	S	Oversees the Town's public works projects by directing the division's development of regulations and guidelines. Makes final recommendations to the Town Manager and Council regarding the appropriate direction for Town public works.
4	S	Responsible for program planning and project management of the Town’s Capital Improvement Program (CIP). Administers and distributes workloads for Town CIP projects; including preparation of Request for proposals and bid packages.
5		
6		

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent. **
Experience	Over ten years experience in public works.
Certifications and Other Requirements	Possess a valid Arizona Driver's License for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read codes and ordinances, general and specific plans, engineering design standards, development agreements, case law, applications, reports and general correspondence.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division and statistical analysis.
Writing	Work requires the ability to write reports, Town codes, amendments, plans, projects, technical analysis and general correspondence.
Managerial	Responsibilities include managing and directing department long range goals, division managers and annual department expenditures.
Budget Responsibility	The incumbent has responsibility for final approval of budgetary recommendations to the Town Council and monitors progress toward fiscal objectives and adjusts plans as necessary to reach them.
Supervisory / Organizational Control	Work requires managing and monitoring work performance by directing subordinate supervisors or administrators, including making final decisions on hiring and disciplinary actions, evaluating program/work objectives and effectiveness, and realigning work and staffing assignments, as needed.
Complexity	Work is widely varied, involving analyzing and evaluating many complex and significant variables. Town-wide policies, procedures, or precedents are developed and/or recommended.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Making presentations
Sitting	F	Deskwork, meetings
Walking	F	To and from meetings and around job sites
Lifting	R	Files and furniture
Carrying	R	Files, office supplies, books
Pushing/Pulling	R	Equipment
Reaching	R	For supplies and files
Handling	R	Paperwork and supplies
Fine Dexterity	F	Computer keyboard, calculator, telephone keypad
Kneeling	N	N/A
Crouching	N	N/A
Crawling	N	N/A
Bending	R	Retrieving items from lower shelves
Twisting	R	From computer to telephone
Climbing	R	Stairs
Balancing	N	N/A
Vision	C	Reading, computer monitor, driving
Hearing	C	Communicating with personnel, general public and on telephone
Talking	F	Communicating with personnel, general public and on telephone
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Copy machine, vehicle, computer and related software

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	M	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Recreation Manager**

**Department:** Community Services

**Immediate Supervisor:** Community Services Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

To plan, organize and manage, through subordinate supervisors and staff, the operations of the recreation division within the Community Services Department. Incumbents supervise the development, coordination, implementation, and daily activities of the recreation, events, and related programs; have oversight of staff and recreational facility usage; have budget responsibility; and, are charged with program supervision and marketing of services and/or programs. Non-traditional work hours are required including nights, weekends, early mornings, and holidays.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Assists the Director in the development and administration of Community Services functions including policy and procedure administration, recreation, events and promotions, program development, strategic planning, partnership development and administration, organizational development, staff supervision, and facility utilization.
2	L	Supervises full and part-time recreation staff, volunteers, and contract personnel; conducts supervisory meetings, attends management meetings, and full staff meetings; selects, plans, assigns, supervises, trains, and evaluates the work of subordinates.
3	S	Under the supervision of the director, develops, prepares, administers, and monitors the annual budget, including monitoring of fees, expenditures, and revenues for recreation and related programs. Ensures grant opportunities are optimized, including marketing and event opportunities, researches, develops, and presents to Council activities relating to budget.
5	L	Oversees the activities, permitting, and use of public recreation facilities; participates in the planning of park and recreation facilities through the CIP process; ensures compliance with applicable rules, regulations, and policies; manages risk and safety for recreation and events; ensures adherence to safety and risk management practices.
6	L	Markets, promotes, and coordinates programs by preparing marketing materials including social media; promotes the Town as a special event destination; recruits event producers, procures sponsorships, and develops partnerships to enhance Town events; acts as a Town representative for committees, including the special event committee; monitors and evaluates event logistics including the permitting process; oversees coordination of support necessary from other sources including police, fire, and other departments when applicable.
7	S	Supports and promotes Community Services Department initiatives through cross-divisional collaboration and communication.
7	S	Acts as Community Services Director in their absence.
8	L	Manages various related projects and performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in recreation, leisure studies, parks and recreation management, recreation administration, recreation management, or related field. Considerable knowledge of recreation program design and management; planning and provision of large scale public events and promotions.
Experience	A minimum of five (5) years experience in professional recreation management with a minimum of three (3) years at a supervisory level.
Certifications and Other Requirements	Possession of a valid driver's license with a minimum of two years with a good driving record; Basic First Aid and CPR/AED Certification required. Certified Parks and Recreation Professional (CPRP) or Certified Parks and Recreation Executive (CPRE) status preferred. IFEA Certified Festival and Event Associate certification preferred. Membership in Arizona Parks and Recreation Association (APRA) as well as the National Recreation and Parks Association (NRPA) is preferred. Non-traditional work hours are required including nights, weekends, early mornings, and holidays. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and comprehend contracts, bids, proposals, applications, registrations, insurance documents, council reports, budgets, meeting minutes, newsletters, equipment specifications, surveys, e-mails, purchase orders and instruction manuals.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write intergovernmental agreements, evaluations, reports, letters, memos, contracts, grant applications, and sponsorship letters; and create other documents and registration forms,
Managerial	Plans, organizes, and directs the activities of staff engaged in the delivery of recreation services to the community.
Budget Responsibility	Administers the budget for the Recreation Division, which includes both expenditures and revenues. Oversees grant applications and reports to Town Council on budget and grant status.
Supervisory / Organizational Control	Supervises employees, volunteers, interns, and oversees contracted employees directly and through the recreation coordinators to ensure a smooth operation of all recreation programs and facilities. Reviews reports of employees; advises and directs subordinates in the improvement of work processes.
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment. Requires the ability to exercise decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.
Interpersonal / Human Relations Skills	Position requires frequent contact with others internally and externally. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also

	be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers, and sales representatives.
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**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	At park sites, recreation facilities and programs/events
Sitting	F	Deskwork, meetings, driving
Walking	F	At park sites, recreation facilities and programs/events
Lifting	O	Equipment and supplies
Carrying	O	Equipment and supplies
Pushing/Pulling	R	Equipment and supplies
Reaching	O	Equipment and supplies
Handling	O	Equipment and supplies
Fine Dexterity	F	Computer keyboard, telephone keypad, writing
Kneeling	O	At park sites, recreation facilities and programs/events
Crouching	O	At park sites, recreation facilities and programs/events
Crawling	R	At park sites, recreation facilities and programs/events
Bending	O	At park sites, recreation facilities and programs/events
Twisting	O	At park sites, recreation facilities and programs/events
Climbing	R	At park sites, recreation facilities and programs/events
Balancing	R	At park sites, recreation facilities and programs/events
Vision	C	Reading, computer work, driving
Hearing	C	Communication with staff and customers
Talking	C	Communication with staff and customers
Foot Controls	O	Operating vehicles

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, vehicle, general office equipment, telephone, fax, etc.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	C
Other (see 3 below)	

- (3)



**Job Title: Recreation Program Coordinator**

**Department:** Community Services

**Immediate Supervisor:** Recreation Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The fundamental reason for this position is to provide professional recreational programming for the Town of Fountain Hills. This is accomplished by planning, organizing, coordinating and supervising a wide variety of recreation programs, sports programs and special events. Will also assist peers in programs and events.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Plan, organize, implement and evaluate recreation programs; create and monitor budgets; incorporate new developments in the field of recreation as needed.
2	S	Coordinate programs and events and work with Tourism in designing fliers, writing news releases, brochures and survey instruments; attracting sponsors, locating equipment and entertainment, and complying with policy requirements.
3	S	Provide administrative support by answering phones, interacting with the public, ordering and maintaining supplies and equipment, and drafting letters to participants and sponsors.
4	M	Responsible for overseeing all program activity at designated locations such as parks, school facilities and other public facilities. Includes setting up facilities and area for special events, and any related tasks to ensure success of programs.
5	L	Train, motivate, evaluate and work as a team with contracted and part-time staff for events and programs.
6	L	Collaborate with school districts, non-profit groups, citizens and other departments to promote programs and activities.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Recreation, Leisure Studies, or closely related field.
Experience	Minimum two years experience in professional recreation work, including programming and coordinating recreational activities is required. Full time municipal recreation programming experience is preferred. Must have the ability to work a flexible schedule to include occasional evenings, weekends and holidays. .
Certifications and Other Requirements	Possess a valid Arizona Driver's License with a minimum of two years driving experience with a good driving record; Basic First Aid and CPR/AED Certification required or ability to obtain within first six months of employment. Certified Parks and Recreation Professional (CPRP) status preferred.The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and interpret manuals, rules, contracts, purchase orders, and professional publications.
Math	Work requires the ability to to perform general math calculations such as addition, subtraction, multiplication, division, fractions and percentages.
Writing	Work requires the ability to write forms, letters, sponsorships, fliers, receipts, equipment bids, purchase requisitions and reports.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	May require functioning as a lead worker while performing own responsibilities, and includes overseeing work quantity, training, instructing, and scheduling work for part-time staff and volunteers.
Complexity	Work involves decision making within established standard practices and procedures. Professional judgment and analytical skills required to determine appropriate course of action.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	At special events and programs
Sitting	C	Deskwork
Walking	O	Around offices and during special events
Lifting	R	Supplies and equipment
Carrying	R	Supplies and equipment
Pushing/Pulling	R	Supplies and equipment
Reaching	R	For supplies and equipment
Handling	O	Supplies and equipment
Fine Dexterity	R	Supplies and equipment
Kneeling	R	Retrieving items from the ground
Crouching	R	Retrieving items from the ground
Crawling	R	Retrieving items from the ground
Bending	R	Retrieving items from the ground
Twisting	R	Retrieving items from the ground or from shelving
Climbing	R	Ladder
Balancing	R	Ladder
Vision	F	Reading, driving, observing work activities
Hearing	F	Communicating with personnel and general public on telephone
Talking	F	Communicating with personnel and general public on telephone
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Scoreboards, toolboxes, computer and related software, general office machines such as copier, fax.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Senior Code Enforcement Officer**

**Department:** Development Services

**Immediate Supervisor:** Development Services Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Leads the code enforcement function for the Town; in enforcing Town Zoning Ordinances, Subdivision Ordinances, Town Code, and other regulations.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Responds to complaints from the public, verbally and in writing. Investigates possible violations of property maintenance, nuisance and zoning codes; identifies violations and properties not in compliance and follows up with warning notices and citations to ensure compliance with Town codes. Works with citizens, property, and business owners to correct violations.
2	L	Performs enforcement and conducts field inspections; inspects all areas of the Town to locate and observe violations of Town codes including zoning, nuisance, land disturbance, pools, and health and safety ordinance violations.
3	S	Is proactive and reactive in all matters and areas of code enforcement. Meets with residents to discuss violations, using diplomacy and tact.
4	S	Researches case histories, approval documents, approved blueprints, property ownership records, business licenses, aerial photos, microfiche records, utility records, and other related documents as necessary.
5	S	Provides information to the public, other Town departments, architects, engineers, contractors and interested parties regarding zoning and other regulations, and related departmental programs and policies.
6	S	Prepares cases for court actions, assists the Prosecutor's Office in determining appropriate disposition of outstanding cases and testifies in court. Prepares reports, documents, inspections, issues notices or letters, photographs property conditions and maintains required records. Uses a computer database for reporting and record keeping.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training. Knowledge in legal procedures related to compliance of codes and ordinances; principles, practices, methods and techniques of code interpretation, application and enforceability; and basic principles, practices and techniques of building and safety inspections preferred.
Experience	Three years of recent experience in public code enforcement, preferably including the application and interpretation of rules and regulations.
Certifications and Other Requirements	Possess a valid Arizona Driver's License for a minimum of two years with a good driving record. AACE certification is required within the first year of employment. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read codes and ordinances.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write reports, written recommendations and documentation for non-compliance cases.
Managerial	Manages the code enforcement function for the Town.
Budget Responsibility	May be required to provide expenditure and other budget related information to management in order to assist with the budget.
Supervisory / Organizational Control	May act in a lead role to other less experienced team members.
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment. Requires the ability to exercise decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable
Interpersonal / Human Relations Skills	Position requires frequent contact with others internally and externally. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various county, state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with department heads, customers, brokers, and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	During inspections and dealing with the public.
Sitting	F	Deskwork
Walking	F	During inspections
Lifting	O	Tools and equipment
Carrying	O	Files and equipment
Pushing/Pulling	O	Equipment
Reaching	F	Files and telephone work
Handling	C	Paperwork and equipment
Fine Dexterity	O	Computer input
Kneeling	O	During inspections
Crouching	O	During inspections
Crawling	R	During inspections
Bending	F	During inspections
Twisting	O	During inspections
Climbing	O	During inspections
Balancing	O	During inspections
Vision	C	Reading, computer monitor, driving and conducting inspections
Hearing	C	Communications
Talking	F	Communicating with personnel and general public and telephone
Foot Controls	F	Frequent driving and during inspections

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	M
Electrical Hazards	N	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	M
Communicable Diseases	N		
Physical Danger or Abuse	M		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	X
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Senior Court Clerk**

**Department:** Municipal Court

**Immediate Supervisor:** Court Administrator

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Serves as lead position for the Court Clerk classification. Performs a wide variety of specialized clerical duties, including money handling and reconciling, case disposition, statistical records and complex financial and computer data entry. Prepares daily cash reports and disburses bonds when the court administrator is not available. Monitors required training for court staff.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Performs frequent and intense public contact work at the Court counter, over the telephone and by email; communicates orally with defendants to inform them of options, penalties and the effects of decisions; routinely handles difficult public contact situations which require diplomacy, tact and negotiation skills; performs all services efficiently and with respect for each individual.
2	S	Recommends and assists in the implementation of goals and objectives; provides input on updates to policies and procedures.
3	S	Creates and maintains complex court files and records; monitors, records and documents compliance with judicial sentencing orders; prepares court orders as directed; prepares the courtroom for jury trials and oversees jurors; maintains audio tape records of court proceedings.
4	S	Trains court staff on policies and procedures relating to general court processes, computerized records system usage, and resolution of work errors. Resolves problems or complaints from the public if referred by staff.
5	S	Interacts respectfully and courteously with the public, even under difficult and stressful circumstances; establishes and maintains effective and proper working relationships with other Town employees, attorneys, co-workers and the general public.
6	S	Assists the Court Administrator with daily cash reporting and Presiding Judge with administrative or secretarial duties as assigned. Schedules interpreters and pro tem judges as needed .
7	S	Performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training
Experience	Three years clerical experience involving direct public contact or customer service, preferably in a court environment. Experience in the use of Windows-based computer software is desirable. Some lead worker experience is preferred.
Certifications and Other Requirements	Must obtain 16 credit hours of judicial staff education annually.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Requires the ability to read and understand court documents, reports and correspondence.
Math	Requires the ability to perform general math calculations such as addition, subtraction, multiplication and division; the ability to calculate decimals and percentages.
Writing	Requires the ability to write effectively in English with proper grammar and sentence structure.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Requires a comprehensive understanding of court processes, including statutes, rules and procedures and disposition protocol. Requires the ability to exercise good judgment, decisiveness and creativity in situations involving a variety of generally predefined duties which are often characterized by frequent change; ability to multi-task in a busy environment.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	At the counter assisting the public
Sitting	C	Considerable desk work.
Walking	O	To and from desk and counter and to other departments.
Lifting	O	Files, file boxes, office supplies and books.
Carrying	F	Files, books and boxes.
Pushing/Pulling	R	Doors, desk and file drawers.
Reaching	F	For files, office equipment and supplies.
Handling	C	Case files, paperwork, money and office equipment.
Fine Dexterity	C	Computer keyboard, calculator, telephone keypad and charge machine keypad.
Kneeling	R	Retrieving items from lower shelves or file drawers.
Crouching	R	Retrieving items from lower shelves or file drawers.
Crawling	N	
Bending	R	Retrieving items from lower shelves or file drawers.
Twisting	F	From computer to telephone.
Climbing	R	Step stool to retrieve files from top shelves.
Balancing	N	
Vision	C	Reading court documents, correspondence and the computer monitor.
Hearing	C	Communicating with supervisors and other staff members, the public and other departments or agencies in person and on the phone.
Talking	C	Communicating with supervisors and other staff members, the public and other departments or agencies in person and on the phone.
Foot Controls	N	N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer and related software, copier, fax machine, calculator, telephone, charge machine, laser printer.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	O

- (3) Dealing with stressful situations involving irate and/or emotional individuals.



**Job Title: Senior Planner**

**Department:** Development Services

**Immediate Supervisor:** Development Services Director

**Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Organizes and manages assigned land use planning activities. Administers land use ordinances and policies. Maintains and updates General Plan in accordance with State law. Coordinates projects with internal and external reviewing agencies to obtain reliable and complete information for processing and reporting. Provides information to Development Services Director, Mayor and Council, Town Manager, Planning and Zoning Commission, Board of Adjustment and the public.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Contact with the general public and development community in zoning matters.
2	S	Processes subdivision, zoning, special and temporary use permits, administrative use permits, and variance cases.
3	S	Prepares text amendments for Zoning Ordinance and Subdivision Ordinance.
4	S	Public presentations to Planning and Zoning Commission, Town Council, and Board of Adjustment.
5	S	Reviews development plans and subdivisions for compliance with applicable codes.
6	S	Processes amendments and prepares updates to the General Plan and negotiates development agreements.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Planning or closely related field.
Experience	At least five (5) years of experience in municipal planning or a closely related field and a working knowledge of Microsoft Office and related software.
Certifications and Other Requirements	Possess a valid Arizona Driver's License for a minimum of two years with a good driving record; AICP preferred. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read codes and ordinances, general and specific plans, development agreements and general correspondence.
Math	Work requires the ability to perform general math calculations and statistical analysis.
Writing	Work requires the ability to write reports, Town codes, amendments, plans, projects, technical analysis and general correspondence.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Position requires the ability to be self motivated, independent and self managed. Ability to follow broad instructions, objectives and policies.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Standing at the building safety counter and on occasional site visits
Sitting	F	Sitting at a drafting table and desk
Walking	O	Site visits on hillside slopes are occasionally required.
Lifting	O	Plans and files
Carrying	O	Plans and files
Pushing/Pulling	R	Using push cart for moving large plan submittals
Reaching	O	Phone and plans
Handling	O	Plan submittals
Fine Dexterity	R	Plan submittals
Kneeling	O	Retrieving plans stored in low areas
Crouching	O	Retrieving plans stored in low areas
Crawling	N	N/A
Bending	O	Retrieving plan submittals or files
Twisting	N	While doing deskwork
Climbing	R	Hiking in native hillside terrain
Balancing	N	N/A
Vision	F	Plan review
Hearing	C	Verbal communication with the public, developers, Council or Commissioners
Talking	F	Verbal communication with the public, developers, Council or Commissioners
Foot Controls	O	Driving to site visits

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Phone, computer, calculator, camera, noise meter and vehicles.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Senior Services Activities Assistant**

**Department:** Community Services

**Immediate Supervisor:** Senior Services Supervisor

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

The fundamental purpose of this classification is to assist with special program /event planning and coordination, research potential new events and programs to offer and perform clerical tasks, update program flyers, help with Public Relations needs (create monthly newsletter) and outreach, and assist clients.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Coordinate and plan special programs and events throughout the year. Assist with identifying potential sponsors, drafting event press releases and coordinating the design of event flyers and other event details as needed. Update event outlines and event action lists. Research potential new events and programs to offer at the Center. Assist with the coordination of programs
2	L	Create monthly newsletter using InDesign program. Create monthly program coordinator updates and email out to distribution list or place in program coordinators mailbox slots.
3	L	Perform routine clerical work such as designing flyers, filing, making copies, answering phones, drafting public relations material, thank you letters, donation request letters and other correspondence as needed.
4	S	Assist with monitoring and logging attendance for activities/programs. Update new emails or members in spreadsheet.
5	L	Provide customer service to walk-ins clients and phone-in clients. Maintain kiosks in office and in front lobby. Coordinate First Fridays at Fountain View movie program.
6	S	Supervise office volunteers. Available to serve as back-up at Community Center front desk. Other duties as needed/assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Computer skill level is high- word, excel and powerpoint. Level of equivalent to four years of high school or equivalency.
Experience	Minimum of two years experience in progressively responsible administrative field.
Certifications and Other Requirements	CPR certified.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Considerable time is spent on the computer.
Math	Should have the ability to use a calculator.
Writing	Will be required from time to time to compose correspondence.
Managerial	Manage time to ensure daily tasks are completed.
Budget Responsibility	Position has no budget responsibility
Supervisory / Organizational Control	Supervise volunteer staff.
Complexity	The ability to multi-task is essential.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Greeting clients, filing
Sitting	C	Preparing all paperwork
Walking	O	Touring the building and the Senior Activity Center with clients
Lifting	O	Files
Carrying	O	Files
Pushing/Pulling	N	N/A
Reaching	F	While doing desk work
Handling	F	Paperwork
Fine Dexterity	N	N/A
Kneeling	R	Filing
Crouching	N	N/A
Crawling	N	N/A
Bending	R	Filing
Twisting	F	While doing desk work
Climbing	N	N/A
Balancing	N	N/a
Vision	C	Work on the computer
Hearing	C	Communicating with personnel and on the telephone
Talking	C	Communicating with personnel, general public and on the telephone
Foot Controls	N	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, telephone, calculator, fax, copier

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	N
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Senior Services Activities Coordinator**

**Department:** Community Services (Senior Services)

**Immediate Supervisor:** Senior Services Supervisor

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Coordinates senior programs and special presentations. Duties include confirming guest speakers for special health topics and education presentations, First Fridays program, donation programs, and Food Bank drop off program. Assist members with Social Service needs, and provide assistance to walk-in or phone-in customers, keep Kiosks and information boards organized, take program head count. Responsible for preparing all press releases and send out information in a timely manner to media. Submit Senior Services website updates. Research travel companies and coordinate with these companies on types of trips to offer and do post trip follow-up with companies. Serves as Home Delivered Meals back-up when HDM Coordinator is not available.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Home Delivered Meals - Serve as back-up when HDM Coordinator is not available. Advise HDM Coordinator of any changes in meal schedule, contact Fountain View Village with changes, readily available to deliver meals if needed, contact daily coordinators regarding issues that arise.
2	L	Programs - coordinate trips with various travel companies as to type of trips to offer. Request flyers on specific outings from travel companies, do post trip follow-up to confirm attendance and maintain log of completed trips. Legal Consultations - contact attorneys to schedule dates, prepare sign-up sheet, confirm appointments with clients and attorneys. Movies - review and select monthly movies, prepare detailed flyer each month. First Friday Movie - prepare flyer, update monthly sign-up sheet, and call Fountain View Village monthly with count. Eye Glass Donations - monitor level and call for pick-up when needed. Extended Hands Food Barrel - monitor level and call for pick-up when needed.
3	L	Presentations - coordinate and confirm guest speakers for special health topics and education presentations (research topics, request speakers bio, confirm date with speakers, obtain presentation information, topic outline, and create flyer).
4	S	Create and update program/event/presentation flyers as needed. Maintain flyers in office kiosk, lobby kiosk, and community information boards. Assist customers with medical equipment loans, fill out loan form, clean returned equipment. Give tours of the senior office. Take head counts for each program (Wed.- Fri.) and log count on monthly calendar.
5	S	Updates information flyers (legal, transportation, and social services). Serve as the primary person to assist members with social service needs.

6	S	Public Relations - prepares all press releases and sends out information in a timely manner to media, updates and maintains Senior Services website on a weekly basis.
7	S	Coordinate Wed. - Fri. office volunteers. Provide assistance to walk-in or phone-in customers. Take head counts for all Senior program, event, presentations and log on daily calendar. Serve as back-up at Community Center front desk.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Computer skill level is high - Word, Excel, and PowerPoint. Level equivalent to four years of high school.
Experience	Minimum of two years experience in progressively responsible program planning and coordination.
Certifications and Other Requirements	CPR/AED Certification. Possession of a valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Considerable time is spent on the computer.
Math	Should have the ability to use a calculator.
Writing	Will be required from time to time to compose correspondence.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	The ability to multi-task is essential.
Interpersonal / Human Relations Skills	The incumbents in this position contacts others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Greeting clients, filing, filling kiosks
Sitting	C	Preparing all paperwork.
Walking	O	Touring the building with clients
Lifting	O	Files
Carrying	O	Files
Pushing/Pulling	N	Using push cart to move supplies for programs and events.
Reaching	F	While doing desk work and filling kiosks
Handling	F	Paperwork, telephone
Fine Dexterity	N	N/A
Kneeling	R	Filing
Crouching	N	N/A
Crawling	N	N/A
Bending	R	Filing
Twisting	F	While doing desk work
Climbing	N	N/A
Balancing	N	N/a
Vision	C	Reading, computer work
Hearing	C	Communicating with personnel, general public and on the telephone
Talking	C	Communicating with personnel, general public and on the telephone
Foot Controls	N	Driving to deliver Home Delivered Meals

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, telephone, calculator, fax, copier

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	C
Emergency Situations	N
Frequent Change of Tasks	C
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Senior Services Supervisor**

**Department:** Community Services

**Immediate Supervisor:** Community Center Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

As a Community Services Department Supervisor, the Senior Services Supervisor position performs administrative and supervisory duties in the daily operation and delivery of Community Services Department initiatives primarily focused on services to seniors; not limited to special interest activities and home-delivered-meals. Plans, organizes, implements, and evaluates all activities, programs and services provided to assist, educate, and entertain senior adults; and supports overall community center operations as needed.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	L	Plans, develops, implements and evaluates social services, activities and programs for senior adults either directly or through advocacy with other service providers and citizen advisory groups.
2	L	Conducts community outreach efforts to publicize services, activities and programs to recruit new Senior Center clients; communicates and collaborates with other Fountain Hills organizations on programs for senior adults.
3	S	Assists clients in utilizing personal and external resources to alleviate their problems or concerns; refers clients to appropriate agencies. Trains Home Delivered Meals staff and volunteers, may help deliver meals when necessary.
4	L	Participates in collaborative efforts to develop new funding opportunities; develops and participates in fundraising efforts for Senior Center activities and special events. Supports and promotes Community Services Department initiatives through cross-divisional collaboration and communication.
5	S	Trains, motivates, evaluates and works as a team member with contracted, part-time, and volunteer staff.
6	L	Conducts research and prepares written budgetary expenditure justification, facility usage and activity reports. Proactively seeks grant opportunities in support of Community Center programs. Meets and accepts advice as required with the Community Services Advisory Commission.
7	L	Performs other related duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge of available Maricopa County services for seniors which Fountain Hills cannot provide is useful. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Social Services, Gerontology, or closely related field.
Experience	Minimum two years experience in professional programming and coordinating Senior Services activities is required. Experience in providing social services to senior adults is required. Familiarity with computerized scheduling systems is preferred. Full time municipal senior programming experience is preferred.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record; Basic First Aid and CPR/AED Certification required. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read and interpret manuals, rules, contracts, purchase orders, and professional publications.
Math	Work requires the ability to to perform general math calculations such as addition, subtraction, multiplication, division, fractions and percentages.
Writing	Work requires the ability to write forms, letters, sponsorships, fliers, receipts, equipment bids, purchase requisitions and reports.
Managerial	Planning responsibilities include collecting and tracking registration monies, reserving facilities, training volunteers, and monitoring program results.
Budget Responsibility	The incumbent prepares documents and conducts research to provide information to the Community Center Supervisor. Responsible for monitoring and tracking funding sources, revenues and expenditures for assigned units. May also recommend budget allocations.
Supervisory / Organizational Control	Works cooperatively with other employees, clients, town staff, and the public. Supervises and manages the work activities of multiple support staff. Satisfies the contract requirements for multiple events occurring simultaneously.
Complexity	Work involves decision making within established standard practices and procedures. Professional judgment and analytical skills required to determine appropriate course of action.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. In addition, these incumbents work with individuals outside the Town who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with members of management, customers, brokers and sales representatives.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	At special events and programs
Sitting	C	Deskwork
Walking	O	Around offices and during special events
Lifting	R	Supplies and equipment
Carrying	R	Supplies and equipment
Pushing/Pulling	R	Supplies and equipment
Reaching	R	For supplies and equipment
Handling	O	Supplies and equipment
Fine Dexterity	R	Supplies and equipment
Kneeling	R	Retrieving items from the ground
Crouching	R	Retrieving items from the ground
Crawling	R	Retrieving items from the ground
Bending	R	Retrieving items from the ground
Twisting	R	Retrieving items from the ground or from shelving
Climbing	N	
Balancing	N	
Vision	C	Reading, driving, observing work activities
Hearing	F	Communicating with personnel and general public on telephone
Talking	F	Communicating with personnel and general public on telephone
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, telephone, calculator, fax, copier

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Street Maintenance Technician**

**Department:** Public Works

**Immediate Supervisor:** Streets Superintendent

**FLSA Status:** Non-Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Under general supervision, performs a variety of semi-skilled and manual labor, repairing and maintaining public streets and rights-of-way.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	H	Performs a variety of maintenance tasks associated with the repair of streets and works with a variety of construction materials including asphalt, hot tar, striping material, gravel and concrete. Trims trees and vegetation..
2	M	Operates a variety of light to medium power tools and equipment, such as a jackhammer, chainsaw, tamping machine, air compressor, pickup truck, trailer, aerial lift, tractors, dump truck, street sweeper, and other equipment utilized in the maintenance and repair of the streets.
3	H	Work often requires prolonged heavy physical exertion that may be performed under adverse weather conditions, and may entail working in close proximity to heavy traffic.
4	M	Performs operator maintenance as needed on vehicles and equipment
5	L	Maintains daily work records which may include computerized record keeping
6	M	Performs related duties as needed

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four years of high school or equivalency.
Experience	Equivalent to one year full time street constuction, maintenance work, or other construction work involving the operation of light or heavy motorized equipment.
Certifications and Other Requirements	Possession a valid driver's license for a minimum of two years with a good driving record. Commercial Driver's License with Air Brake Endorsement required, or ability to obtain within six months of employment. Average computer skills required.The Town currently designates this job as a “safety-sensitive position.” Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read work orders, street signs, directions, maps, written correspondence, policies, and saftey information.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division.
Writing	Work requires the ability to write daily work reports and general correspondence.
Managerial	None
Budget Responsibility	None
Supervisory / Organizational Control	None
Complexity	Work requires analysis and judgment in accomplishing diversified duties.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town, which may be involved in decision-making or providing approval or decsion-making authority for purchases or projects. In addition, these incumbents work with individuals outside the City who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input checked="" type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	C	At job site
Sitting	O	Driving and computer work
Walking	F	Around job site
Lifting	F	Tools and equipment
Carrying	F	Tools and equipment
Pushing/Pulling	F	Equipment, brush
Reaching	F	Controls on equipment, sign installation, and brush control
Handling	F	Tools and equipment
Fine Dexterity	O	Small hand tools, computers, calculators, telephones, and writing
Kneeling	O	Curb number painting
Crouching	O	Storm drain maintenance
Crawling	R	Storm drain maintenance
Bending	O	Thermoplastic installation and cracksealing
Twisting	O	Cracksealing
Climbing	O	Brush control and sign installation
Balancing	O	On equipment and on ladders
Vision	C	Driving, observing work activities
Hearing	C	Communicating with personnel
Talking	C	Communicating with personnel
Foot Controls	F	Driving and operating equipment

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Tractor, dump truck, paint striper, concrete cutter, tamper, jackhammer, aerial-lift, chainsaw, computer, fax machine and calculator

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	D	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	D
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	M	Respiratory Hazards	M
Explosives	M	Physical Hazards	D
Communicable Diseases	N		
Physical Danger or Abuse	D		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	
Warehouse	
Shop	
Vehicle	
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Hard hat, gloves, safety shoes, safety glasses, hearing protection, reflective safety vest

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	F
Other (see 3 below)	

- (3)



**Job Title: Streets Superintendent**

**Department: Public Works**

**Immediate Supervisor: Public Works Director**

**Status: Exempt**

**BRIEF DESCRIPTION OF THE JOB:**

Supervises general field and preventive maintenance activities of the street division and operates equipment used in the maintenance and construction of Town streets. Supervises Town's vehicle and equipment maintenance program. Supervises open space and landscape activities. Performs special projects as required.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Performs administrative tasks by scheduling work, conducting research for various projects, compiling reports, and recommending changes in policies and procedures for the Street Division and Open Space & Landscape Division.
2	M	Provides supervision to all Street Division personnel, fleet mechanic, open space & landscape specialist, and oversees all Town vehicles and equipment maintenance. Assists in hiring of new personnel, trains new staff, conducts performance evaluations, and verifies timesheets and work code sheets.
3	L	Operates street maintenance equipment, and supervises emergency and unscheduled work.
4	L	Assures department compliance with applicable safety rules and regulations. Initiates safety training, requisitions for tools, materials, equipment, and services.
5	L	Represents the Town in contacting property owners, contractors, and utility company employees to ensure proper and safe road maintenance. Responds to resident's concerns regarding street maintenance or refers to appropriate department.
6	S	Recommends purchases of materials and equipment required for department operations. Reviews and approves billing for work performed by Street Division for outside activities. Reviews and approves billing for work performed by Open Space and Landscape Division.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires knowledge of a specific vocational, administrative, or technical nature, which may be obtained with six months/one year of advanced study or training past the high school equivalency. Junior college, vocational, business, technical, or correspondence schools are likely sources. Appropriate certification may be awarded upon satisfactory completion of advanced study or training.
Experience	Minimum of three (3) years in street maintenance. One year in a supervisory capacity
Certifications and Other Requirements	Possession of a valid Arizona Class A CDL Driver's License with Air Brake Endorsement for a minimum of two years with a good driving record. CPR/AED Certification. Close Quarters Rescue Certification. OSHA safety reporting. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read blueprints, technical instructions, manuals, letters, machine/equipment readings, measurements, gauges, and town, county, and federal regulations
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication and division
Writing	Work requires the ability to write letters, memos, reports, formal documents, performance reviews, and general correspondence
Managerial	Planning responsibilities include managing all phases of street maintenance and some construction. Provides direct supervision to all Street Division personnel and Fleet Mechanic.
Budget Responsibility	The incumbent does research for documents, compiles data for computer entry, and has responsibility for monitoring budget expenditures within the street department
Supervisory / Organizational Control	Work requires supervising and monitoring performance for a group of regular employees in a work unit, including providing input on hiring/disciplinary actions and work objectives/effectiveness, and realigning work as needed
Complexity	Work is widely varied, involving analyzing and evaluating many complex and significant variables. Organizational-wide policies, procedures, or precedents are developed and/or recommended
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town which may be involved in decision making or providing approval or decision making authority for purchases or projects. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers, or sales representatives

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Supervising, visiting work sites, observations
Sitting	F	Computer, desk work, meetings
Walking	F	To/from offices, vehicles, job sites
Lifting	O	Hand tools, assisting at job sites
Carrying	O	Hand tools, assisting at job sites
Pushing/Pulling	O	Unloading materials and equipment
Reaching	O	Books, files, supplies
Handling	O	Office equipment, hand tools
Fine Dexterity	F	Computer keyboard, writing
Kneeling	O	Picking up equipment and materials
Crouching	O	Picking up equipment and materials
Crawling	O	Inspecting equipment
Bending	O	Picking up materials
Twisting	O	Picking up materials
Climbing	O	Onto equipment
Balancing	O	On ladder
Vision	C	Reading, computer work, driving, observing work activities
Hearing	C	Communicating with personnel and general public
Talking	F	Communicating with personnel and general public
Foot Controls	O	Driving

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Street sweeper, dump truck, front loader, backhoe, jackhammer, tractors, pick-up truck,

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	W	Extreme Temperatures	S
Chemical Hazards	M	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	M	Respiratory Hazards	S
Explosives	M	Physical Hazards	M
Communicable Diseases	S		
Physical Danger or Abuse	M		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	X
Outdoors	X
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Hard hat gloves, safety shoes, safety glasses, hearing protection, reflective safety vest

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Town Clerk**

**Department:** Administration

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Manages and maintains official Town records as prescribed by State Statute and Town Code; responsible for coordinating, preparing and posting Council meeting agendas/packets/minutes; serves as the Town’s Elections Official and main contact for “requests for public information”. This position also serves as the District Clerk for the Eagle Mountain Community Facilities District and Cottonwoods Maintenance District.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Directs the preparation of Town Council meeting agendas; coordinates and schedules Council meetings; prepares and assembles agenda packets, including the electronic packet; posts documents to the Town’s website; instructs internal and external parties on the procedure for placing items on the agenda; and attends Council meetings, prepares meeting minutes; and records official actions taken.
2	S	Manages official Town records; establishes and writes policies and procedures for record maintenance, retention and destruction as well as other organizational procedures; ensures records activities comply with state public records requirements and regulations; responds to subpoenas for records and/appears in court as required; and provides notarial services to the public and staff.
3	S	Responds to questions and attests to official actions of the Town Council; maintains the Town’s official Code Book and other official records; administers oaths to newly elected and appointed officials; and ensures appropriate use of the Town Seal; and coordinates responses to requests for information” from staff, elected officials, and the general public.
4	S	Interprets laws and regulations relating to the work performed by the Town Clerk’s office; provide information and organizes material in compliance with laws, regulations and policies; administers provisions of the Town Code, State and Federal regulations as they relate to the Town Clerk’s office.
5	S	Directs Town Elections; plans and organizes elections, coordinates services; directs the distribution of election materials and verifications of election related documents, such as eligibility and signature requirements; ensures election related activities comply with Federal, State and local laws and regulations; initiates reviews and actions in response to violation of election laws; ensures the integrity of election process; and prepares related reports and records.

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
**Formal Education / Knowledge	<p>Knowledge of municipal functions; modern management principles, practices, techniques of public administration; office management methods, procedures and computerized equipment essential to the Town Clerk’s office including familiarity with various Microsoft, Laserfiche, and Adobe professional computer software programs; Federal, State laws; local laws, codes and regulations; and Council support functions.</p> <p>Knowledge is normally acquired through four years of college resulting in a Bachelor’s degree or through considerable experience in progressive responsible administration or management work involving frequent interaction with the public.</p> <p>Work requires broad knowledge in a related profession or technical field.</p>
**Experience	Any combination of experience and training that provides the required knowledge and abilities.
Certifications and Other Requirements	Certified Municipal Clerk or Certified Master Municipal Clerk designation preferred. State Certified Election Officer designation preferred.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Work requires the ability to read administrative and technical documents, statutes, codes, ordinances, resolutions, and manuals.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, division, percentages and decimals.
Writing	Work requires the ability to write correspondence, reports, procedures and minutes and knowledge of a variety of computer software applications (Laserfiche and Microsoft software products).
Managerial	Planning responsibilities include managing elections, coordinating meeting agendas and packet materials, calendars and staff.
Budget Responsibility	Election cost projections and outside service contract costs for transcription services as part of the annual budget process.
Supervisory / Organizational Control	None
Complexity	Work is governed by broad instructions, objectives and policies. Work requires the exercise of considerable initiative and independent analytical and evaluative judgment.
Interpersonal / Human Relations Skills	This position interacts with individuals within the organization, which may involve the town manager, town attorney, department directors, and councilmembers. This position may work with individuals outside the Town who belong to a professional or peer organization. Working with various state and federal agencies may also be required. Vendors and suppliers may also be called upon for information on purchases, supplies or products; meetings and discussion may be conducted.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Filing, making copies, and faxing
Sitting	C	Desk work
Walking	F	To and from office equipment and other departments
Lifting	F	Files, office supplies, and books
Carrying	F	Files, office supplies, and books
Pushing/Pulling	F	Doors
Reaching	F	For telephone and files
Handling	C	Paper work
Fine Dexterity	C	Computer keyboard, calculator, telephone keypad, and writing
Kneeling	O	Filing and connecting computer components
Crouching	R	Filing and connecting computer components
Crawling	R	N/A
Bending	F	Filing in lower drawers
Twisting	F	From computer to telephone to drawer
Climbing	F	Stairs
Balancing		N/A
Vision	C	Reading and use of computer monitor
Hearing	C	Communicating with external and internal customers
Talking	C	Communicating with external and internal customers
Foot Controls		N/A

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, telephone, copier, FAX machine, scanner, and other general office equipment

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	M		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment: may be required to work evenings or weekends	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	O
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	F
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)



**Job Title: Town Engineer**

**Department:** Public Works Department

**Immediate Supervisor:** Public Works Director

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Assists in the review of Town's technical documents. Provides technical advice to Public Works and other departments.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	PLANNING: Assists in preparation of the Town's capital improvement plan, annual budget, ordinance and code changes, design standards, and grant proposals. Acts as the Town's Floodplain Administrator, Drainage Administrator, and Traffic Analyst. Coordinates with adjacent municipalities, and serves on regional (MAG) committees.
2	S	DESIGN: Selects, contracts, and reviews work of design and surveying consultants for Public Works improvement projects. Prepares civil and traffic engineering designs, plans, specifications, contract documents and cost estimates.
3	S	DESIGN REVIEW: Oversees review of civil and site plans submitted for building permits; subdivision, utility, and other private development plans submitted for encroachment permits.
4	S	CONSTRUCTION ADMINISTRATION: Administers Public Works construction projects, including traffic control, materials submittals; approval of payment and change order requests;
5	L	SITWORK DEVELOPMENT INSPECTION: Oversees inspection of private development sitework and utility right-of-way permit construction.
6	S	Performs other related duties as assigned

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Civil Engineering.
Experience	Ten years experience as a civil engineer. Knowledge of local codes and conditions highly desirable.
Certifications and Other Requirements	Possess a valid Arizona Drivers License for a minimum of two years with a good driving record. Registered as a Civil Engineer in the state of Arizona. Other technical registrations desirable - especially Land Surveyor and Structural Engineer. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
**	Equivalent combinations of experience and training that meet the minimum qualifications may be substituted.
Reading	Ability to read technical reports and manuals, research papers, construction plans and specifications, correspondence, legal documents, ordinances, and legal descriptions.
Math	Ability to perform arithmetic, algebra, geometry, and trigonometry calculations.
Writing	Write technical reports, analysis of engineering-related issues, Town ordinances, memos, and general correspondence.
Managerial	Project future infrastructure needs, develop implementation plans, prepare project budgets,
Budget Responsibility	Assist in the preparation of the Department budget, and in the capital budget for other departments, as requested.
Supervisory / Organizational Control	Position has no supervisory responsibility.
Complexity	Widely varied work, involving analyzing complex factors. Develops or recommends Town-wide policies, procedures, and precedents.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization. These contacts may involve similar work units or departments within the Town which may be involved in decision-making or providing approval or decision-making authority for purchases or projects. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers and general public.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Observing work duties and activities, at job site.
Sitting	F	Deskwork, meetings, driving.
Walking	O	At job sites.
Lifting	R	Supplies, plans, reports.
Carrying	R	Supplies, plans, reports.
Pushing/Pulling	R	Supplies, plans, reports.
Reaching	O	Plans, reports.
Handling	R	Supplies, plans, reports.
Fine Dexterity	C	Writing, drawing,sketching, computer keyboard, calculator.
Kneeling	O	Field review.
Crouching	R	Field review.
Crawling	N	N/A
Bending	R	Field review.
Twisting	R	Field review.
Climbing	O	Field review.
Balancing	O	Field review.
Vision	C	Reading, computer monitor, driving, plan and field review.
Hearing	C	Communicating with personnel and general public.
Talking	C	Communicating with personnel and general public.
Foot Controls	F	Driving.

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Vehicle, drafting equipment, calculator, general office supplies, computer and related software, hand-held radio, surveying and measuring equipment, telephone.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	M	Extreme Temperatures	S
Chemical Hazards	N	Noise and Vibration	M
Electrical Hazards	M	Wetness/Humidity	S
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	M
Communicable Diseases	N		
Physical Danger or Abuse	M		
Other (see 1 Below)			

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

Hardhat, steel toe boots, safety vest.

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	F
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	F
Performing Multiple Tasks Simultaneously	F
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	

- (3)



**Job Title: Volunteer Coordinator**

**Department:** Administration

**Immediate Supervisor:** Town Manager

**FLSA Status:** Exempt

**BRIEF DESCRIPTION OF THE JOB:**

Responsible for recruiting, screening, placement, and ongoing management and support of volunteers. Tracks a volunteer's involvement, such as number of hours served; keeps the database of volunteers updated, and provides assistance when requested by a volunteer or staff member.

**ESSENTIAL FUNCTIONS:**

*This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.*

Physical Strength Code		ESSENTIAL FUNCTIONS
1	S	Recruits volunteers for placement in various Town departments, events, and activities to further the Town's work, interviewing potential volunteers and placing them according to their interests and skills. Provides orientation in order to encourage the volunteer's success.
2	S	Serves on task forces and committees related to volunteerism for the Town. Actively markets and promotes volunteer program. Maintains public contacts in the community sectors in order to recruit and discuss program. Coordinates the preparation of publicity materials such as flyers, banners, posters, social media, and website.
3	S	Monitors and evaluates volunteers' performance in regard to having positive public relations skills and being good ambassadors for the Town. Holds regular meetings with the volunteers to update current policies and information. Maintains volunteer time records, applications and database.
4	S	Plans, organizes, and implements volunteer recognition events and activities, including annual Volunteer Reception, volunteer coffees, newsletters, etc. Coordinates the "Give a Lift" program, Make a Difference Day; serves as Advisor to the Mayor's Youth Council; assists with such local events as the Volunteer EXPO,
5	S	Reviews proposed legislation and Town, departmental, and program policies and procedures for issues related to volunteers.
6	S	Performs other duties as assigned.

\* See page 3 – Overall Physical Strength Demands

**JOB REQUIREMENTS:**

<b>JOB REQUIREMENTS</b>	
Formal Education / Knowledge	Knowledge is normally acquired through four years of college resulting in a Bachelor's Degree or equivalent in Social Work, Liberal Arts, Public Relations, Business or Public Administration, or a closely related field. Work requires knowledge necessary to understand principles, techniques, tools and media used in promoting good public relations, in addition to principles and practices of volunteer management.
Experience	Minimum of two (2) years of experience in professional volunteer management or public relations. Experience in customer service. Must be able to relate with people and follow up with tasks.
Certifications and Other Requirements	Possession of a valid driver's license for a minimum of two years with a good driving record. The Town currently designates this job as a "safety-sensitive position." Accordingly, the Town requires satisfactory completion of a drug and alcohol screening as a condition of employment.
Reading	Work requires the ability to read reports, letters, correspondence, schedules, budget materials, and requisitions.
Math	Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division.
Writing	Work requires the ability to write reports, letters, correspondence, purchase requisitions, thank you notes, and newsletters.
Managerial	None
Budget Responsibility	Assists in preparing and monitoring the Volunteer Program annual budget.
Supervisory / Organizational Control	While the position does not involve supervising staff, the position does involve overseeing, hiring, placing, providing assignments, supervising, and evaluating volunteers.
Complexity	Work requires analysis and judgment in accomplishing diverse duties. Work requires the exercise of independent thinking within the limits of policies, standards, and precedents.
Interpersonal / Human Relations Skills	The incumbents in this position contact others within the organization and cooperatively works with individuals to resolve problems and coordinate projects. Communicates with clients, the general public, Town employees, facility staff, vendors and guests either through personal contact, computer, or telephone. Human relations skills are important to this position.

**OVERALL PHYSICAL STRENGTH DEMANDS:**

<input checked="" type="checkbox"/> Sedentary	<input type="checkbox"/> Light	<input type="checkbox"/> Medium	<input type="checkbox"/> Heavy	<input type="checkbox"/> Very Heavy
S=sedentary Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time	L=Light Exerting up to 20 lbs. occasionally, 10lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	M=Medium Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	H=Heavy Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently, or up to 10-20 lbs. constantly.	VH=Very Heavy Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

**PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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*This is a description of the way this job is currently performed; it does not address the potential for accommodation.*

PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	O	Filing, copying, and assisting the public.
Sitting	F	Deskwork and meetings
Walking	O	To and from office equipment and other departments and during programs
Lifting	O	Boxes and books., coffee, pates, pictures of volunteers, etc.
Carrying	O	Light weight equipment and office supplies
Pushing/Pulling	R	Light weight equipment and piano.
Reaching	O	For supplies and files
Handling	C	Paperwork .
Fine Dexterity	C	Computer keyboard and calculator
Kneeling	R	Retrieving filing items and organizing equipment and supplies
Crouching	R	Retrieving filing items and organizing equipment and supplies
Crawling	R	Retrieving small pieces of equipment and supplies under tables
Bending	O	Retrieving filing items, small equipment, and supplies
Twisting	R	Retrieving filing items, small equipment, and supplies
Climbing	R	Stairs and ladder.
Balancing	R	On ladder.
Vision	C	Reading, computer monitor, observing work activities
Hearing	C	Communicating with staff and the general public on the phone and in person.
Talking	C	Communicating with staff and the general public on the phone and in person.
Foot Controls	O	Driving –

**MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:**

Computer, copy machine, fax machine, laminator, telephone, calculator, general office supplies, Automated External Defibrillator, and first aid kits.

**ENVIRONMENTAL FACTORS:**

D = Daily	W = Several Times Per Week	M = Several Times Per Month	S = Seasonally	N = Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS	
Mechanical Hazards	N	Extreme Temperatures	N
Chemical Hazards	N	Noise and Vibration	N
Electrical Hazards	N	Wetness/Humidity	N
Fire Hazards	N	Respiratory Hazards	N
Explosives	N	Physical Hazards	N
Communicable Diseases	N		
Physical Danger or Abuse	N		
Other (see 1 Below)	N		

PRIMARY WORK LOCATION	
Office Environment	X
Warehouse	
Shop	
Vehicle	
Outdoors	
Recreation Center	
Other (see 2 Below)	

- (1)
- (2)

**PROTECTIVE EQUIPMENT REQUIRED:**

None

**NON-PHYSICAL DEMANDS:**

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour per week	N = Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressures	O
Emergency Situations	R
Frequent Change of Tasks	F
Irregular Work Schedule/Overtime	R
Performing Multiple Tasks Simultaneously	C
Working Closely with Others as Part of a Team	C
Tedious or Exacting Work	O
Noisy/Distracting Environment	R
Other (see 3 below)	

- (3)

EXHIBIT C  
TO  
RESOLUTION 2018-34

[2018-19 Comprehensive Fee Schedule]

See following pages.

	A	B
1	<b>Description</b>	<b>Fee FY18-19</b>
2	<b>MISCELLANEOUS FEES</b>	
3	<b>Services</b>	
4	Notarization	\$2.00 per signature
5	Affix Town Seal	\$2.00 each
6	Faxing Service - Local Only	\$2.00 First Page, \$.50 Each Additional Page
7	Faxing Service - Long Distance	\$3.00 First Page, \$.50 Each Additional Page
8	Email Document Service	\$0.00
9	Returned Check Fee	\$30.00
10	Incoming Wire Transfer Fee	\$35.00
11	ActiveNet Transaction Fee	\$2.50 per transaction
12	Convenience Fee - credit card payment	\$3.00 per transaction
13	Art Commission	20% of selling price
14		
15	<b>Campaign Fees</b>	
16	Pro/Con Argument Fee	\$100.00
17	Campaign Finance - Late Filing Fee	\$10.00 per business day (per ARS 16-918)
18		
19	<b>Copies - Non - Commercial</b>	
20	Photocopies (B&W) 8 1/2 x 11	\$.25 per page
21	Photocopies (B&W) 8 1/2 x 14	\$.30 per page
22	Photocopies (B&W) 11 x 17	\$.40 per page
23	Photocopies (Color) 8 1/2 x 11	\$.50 per page
24	Photocopies (Color) 8 1/2 x 14	\$.60 per page
25	Photocopies (Color) 11 x 17	\$.70 per page
26		
27	<b>Copies - Commercial</b>	
28	Photocopies (B&W) 8 1/2 x 11	\$.50 per page
29	Photocopies (B&W) 8 1/2 x 14	\$.60 per page
30	Photocopies (B&W) 11 x 17	\$.80 per page
31	Photocopies (Color) 8 1/2 x 11	\$1.00 per page
32	Photocopies (Color) 8 1/2 x 14	\$1.20 per page
33	Photocopies (Color) 11 x 17	\$1.40 per page
34		
35	<b>Documents (CD Only)</b>	
36	Town Code	\$25.00 ea
37	Zoning Ordinances	\$25.00 ea
38	Subdivision Code	\$25.00 ea
39	CAFR (Annual Financial Report)	\$25.00 ea
40	Annual Budget	\$25.00 ea
41	Land Use Analysis	\$25.00 ea
42	Council Meeting	\$25.00 ea
43	Other Materials	\$25.00 ea
44		
45	<b>Reports</b>	
46	License Report (Non - Commercial Use)	\$25.00 (CD or hard copy)
47	License Report (Commercial Use)	\$50.00 (CD or hard copy)
48		
49	<b>Adopt A Street</b>	
50	Fee, per sign	\$30.00
51		

	A	B
52	<b>Description</b>	<b>Fee FY18-19</b>
53	<b>MISCELLANEOUS FEES (CONT.)</b>	
54	<b>Maps</b>	
55	8 1/2" x 11" (B&W)	\$0.50
56	8 1/2" x 11" (Color)	\$2.00
57	8 1/2" x 11" (Photo)	\$3.00
58	11" x 17" Street/Index Map "Typical" (B&W)	\$6.00
59	11" x 17" Street/Index Map "Typical" (Color)	\$8.00
60	11" x 17" Aerial Site Plan (Photo)	\$20.00
61	24" x 36" Custom Map (B&W)	\$20.00
62	24" x 36" Custom Map (Color)	\$30.00
63	36" x 36" Bldg/Plat/Zoning Map (B&W)	\$30.00
64	36" x 36" Bldg/Plat/Zoning Map (Color)	\$40.00
65	60" x 60" Street/Bldg/Develop/Plat/Plot (B&W)	\$50.00
66	60" x 60" Street/Bldg/Develop/Plat/Plot (Color)	\$80.00
67	Map Book	\$25.00
68		
69	<b>DOG LICENSE</b>	
70	Non - neutered dog	\$0.00
71	Spayed/Neutered dog	\$0.00
72	Over 65 with neutered dog	\$0.00
73	Service Dog	\$0.00
74	Replacement Dog Tag	\$0.00
75	Late fee neutered dog (per month)	\$0.00
76	Late fee non - neutered dog (per month)	\$0.00
77		
78	<b>BUSINESS LICENSE FEES</b>	
79	Providers of services, wholesalers and manufacturers with a fixed place of business within the town limits	\$50.00/application and first year fee - non-refundable
80		
81	Retail merchants, restaurants, bars, contractors and renters of real and personal property with a fixed place of business within the town limits and persons engaging in the sale of real estate	\$50.00/application and first year fee - non-refundable
82		
83	Wholesalers, manufacturers and providers of services without a fixed place of business within the town limits	\$50.00/application and first year fee - non-refundable
84		
85	Retail merchants, etc. (as above) without a fixed place of business within the town limits	\$50.00/application and first year fee - non-refundable
86		
87	Annual renewal fee for business within the town limits	\$35.00 - non-refundable
88		
89	Annual renewal fee for business without a fixed place of business within the town limits	\$50.00 - non-refundable
90		
91	Late fee for renewal of business license fee	25% of renewal fee
92	Penalty for operating a business without a license	\$100.00

	A	B
93		

	A	B
94	<b>Description</b>	<b>Fee FY18-19</b>
95	<b>BUSINESS LICENSE FEES (CONT.)</b>	
96	Peddlers, solicitors and mobile merchants	\$250.00/calendar quarter or fraction thereof - non-refundable
97		
98	Peddler investigation fee (per person)	\$41.00 - non-refundable
99		
100	Promoters of entertainments, circuses, bazaars, etc., who receive a percentage of receipts or other consideration for their services. Each such promoter shall also obtain liability insurance of a minimum of \$1 million naming the Town as insured.	\$100.00/week
101		
102	Animal Show	\$100.00/week
103	Circus Parade Only	\$50.00/day
104	Handbill Distributor	\$10.00/day
105	Amusement Company, such as ferris wheel, merry-go-round, etc., not part of a circus. Tent Show. Wrestling Exhibition. Road Show, Carnival or Circus.	\$100.00/day
106	Practice of palmistry, phrenology, astrology, fortune telling, mind reading, clairvoyancy, magic or any healing practices not licensed by the State of Arizona, or any similar calling without a fixed place of business	\$50.00/day
107	Duplicate Business License	\$10.00 - non-refundable
108	Verification of License Letter	\$10.00 - non-refundable
109		
110	<b>FALSE ALARM SERVICE CHARGES (PER CALENDAR YEAR)</b>	
111	First and second	None
112	Third	\$50.00
113	Fourth	\$75.00
114	Fifth and Sixth	\$100.00
115	Seventh or more	\$200.00 each
116		
117	<b>ALARM SYSTEM LICENSE PERMIT</b>	
118	License fee	\$25/annually - non-refundable
119		
120	<b>WIRELESS COMMUNICATIONS (CELL TOWER ON TOWN PROPERTY)</b>	
121	Lease Agreement Application Fee, each location	\$250.00, per location - non-refundable
122	Amendments to Cell Tower Lease Agreements	\$250.00, per location - non-refundable
123		
124	Small Cell Wireless Facilities: (all fees are non-refundable)	
125	ROW Use Fee	\$50/year x number of small wireless facilities (SWF)
126	Authority utility pole attachment	\$50/year per utility pole attachment
127	Small Wireless Facilities (SWF) collocation	\$100 per SWF up to five
128	Small Wireless Facilities (SWF) collocation	\$50 for SWF over five
129	Batched applications for up to 25 SWF's	\$100 per SWF up to five (at \$100 each) (\$500 maximum fee)
130	Batched applications for up to 25 SWF's	\$50 per SWF 6 - 20 sites (\$1,000 maximum fee)
131	Applications for new, replacement or modified utility poles NOT subject to zoning review	Not to Exceed \$750.00

	A	B
132	Applications for new, replacement or modified utility poles and collocation of wireless facilities subject to zoning review	Not to Exceed \$1,000.00
133		

	A	B
134	<b>Description</b>	<b>Fee FY18-19</b>
135	<b>SPECIAL EVENT PERMITS</b>	
136	<b>Special Event Permits - Food/Event Vendors</b>	
137	Application Fee - Local (Fountain Hills) Business	\$100.00 - non-refundable
138	Application Fee - Non-Local Business	\$350.00 - non-refundable
139		
140	<b>Special Event Permits - Business</b>	
141	Application Fee - Business (If submitted at least 60 days prior to the event date)	\$100.00 - non-refundable
142	Application Fee - If submitted 59 days or less prior to the event date	\$300.00 - non-refundable
143	Permit Fee	\$50 per day (not to exceed \$400)
144		
145	<b>Special Event Permits - Non-Profit</b>	
146	Application Fee - Charitable Organization (If submitted at least 60 days prior to the event date)	\$50.00 - non-refundable
147	Application Fee - If submitted 59 days or less prior to the event date	\$200.00 - non-refundable
148	Permit Fee	\$25 per day (not to exceed \$200)
149		
150	<b>Special Event Permits - Extra Fees</b>	
151	Special Event Liquor Application Fee	See alcohol license application fees - non-refundable
152	Utility Fees	Actual cost of usage
153		
154	Park/Open Space Fees, including Amphitheater, Avenue of the Fountains Plaza, Great Lawn, Centennial Circle and other lawns - Event with less than 5,000 attendance	\$2,500/day
155	Park/Open Space Fees, including Amphitheater, Avenue of the Fountains Plaza, Great Lawn, Centennial Circle and other lawns - Event with more than 5,000 attendance	\$3,500/day
156		
157	<b>Special Event Permits - Deposit Fees</b>	
158	Events with less than 1,000 attendance	\$500
159	Events with 1,000 - 1,999 attendance	\$1,000
160	Events with 2,000 - 5,000 attendance	\$2,500
161	Events with over 5,000 attendance	\$5,000
162		
163	<b>Special Event Permit Fees - Road Closure Admin Fees</b>	
164	Events with less than 1,000 attendance	\$500
165	Events with 1,000 - 1,999 attendance	\$750
166	Events with 2,000 - 5,000 attendance	\$1,000
167	Events with over 5,000 attendance	\$1,500
168		
169	<b>Special Event Permit Fees - Vendor Compliance Fine</b>	
170	First time penalty	\$250
171	Recurring penalty	\$750
172		
173	Film permit application	\$50.00 non-refundable

	A	B
174		

	A	B
175	<b>Description</b>	<b>Fee FY18-19</b>
176	<b>ALCOHOL LICENSE APPLICATION</b>	
177	Person Transfer Fee	\$150.00 - non-refundable
178	Location Transfer Fee	\$150.00 - non-refundable
179	Probate/Will Assignment/Divorce Decree	\$150.00 - non-refundable
180	Extension of Premise	\$50.00 - non-refundable
181	Sampling Permit	\$50.00 - non-refundable
182	Acquisition of Control/Restructure/Agent Change	\$100.00 - non-refundable
183		
184	<b>Initial/Interim Application Fee</b>	
185	01 - In State Producer	\$500.00 - non-refundable
186	02 - Out of State Producer	\$500.00 - non-refundable
187	03 - Domestic Microbrewery	\$500.00 - non-refundable
188	04 - In State Wholesaler	\$500.00 - non-refundable
189	05 - Government	\$500.00 - non-refundable
190	06 - Bar, All Spirituous Liquors	\$500.00 - non-refundable
191	07 - Beer & Wine Bar	\$500.00 - non-refundable
192	08 - Conveyance	\$500.00 - non-refundable
193	09 - Liquor Store	\$500.00 - non-refundable
194	10 - Beer & Wine Store	\$500.00 - non-refundable
195	11 - Hotel/Motel	\$500.00 - non-refundable
196	12 - Restaurant	\$500.00 - non-refundable
197	13 - Domestic Farm Winery	\$500.00 - non-refundable
198	14 - Private Club	
199	15 - Special Event	\$25.00 - non-refundable
200	16 - Wine Festival/Wine Fair	\$25.00 - non-refundable
201		
202	<b>ADULT ORIENTED BUSINESS LICENSE</b>	
203	Application Fee - Business	\$500.00 - non-refundable
204	Application Fee - Provider	\$100.00 - non-refundable
205	Application Fee - Manager	\$100.00 - non-refundable
206	Application Fee - Employee (per person)	\$50.00 - non-refundable
207	License Fee - annual - Business	\$200.00 - non-refundable
208	License Fee - annual - Provider	\$100.00 - non-refundable
209	License Fee - annual - Manager	\$100.00 - non-refundable
210		
211	<b>CABLE LICENSE</b>	
212	Initial License Application	\$2,500.00 - non-refundable
213	Transfer of ownership	\$2,000.00 - non-refundable
214	License modification, pursuant to 47 USC Sec 545	\$2,500.00 - non-refundable
215	Other License modification	up to \$2000 - non-refundable
216	License fee - quarterly	5% of gross receipts
217	Late fee (after 30 days)	5% plus interest of 1 1/2% per mo
218		

	A	B
219	<b>Description</b>	<b>Fee FY18-19</b>
220	<b>EXCAVATIONS/IN - LIEU FEES</b>	
221	Base fee (per excavation)	\$250.00 plus:
222	Trench cut fees:	
223	Newly paved or overlaid 0 - 1 yrs	\$55.00 per lineal ft.
224	Newly paved or overlaid 1 - 2 yrs	\$45.00 per lineal ft.
225	Newly paved or overlaid 2 - 3 yrs	\$35.00 per lineal ft.
226	Newly paved or overlaid 3 - 4 yrs	\$25.00 per lineal ft.
227	Newly paved or overlaid 4 - 5 yrs	\$15.00 per lineal ft.
228	Newly paved or overlaid 5 - 6 yrs	\$10.00 per lineal ft.
229	Slurry or chip sealed 0 - 2 years	\$4.00 per lineal ft.
	Pavement replacement greater than 300 ft in length	\$2.50 per sq. yd.
230		
231		
232	Utility Pit fees:	
233	Newly paved or overlaid 0 - 1 yrs	\$5.00 per Sq. ft.
234	Newly paved or overlaid 1 - 2 yrs	\$4.50 per Sq. ft.
235	Newly paved or overlaid 2 - 3 yrs	\$3.50 per Sq. ft.
236	Newly paved or overlaid 3 - 4 yrs	\$2.50 per Sq. ft.
237	Newly paved or overlaid 4 - 5 yrs	\$1.50 per Sq. ft.
238	Newly paved or overlaid 5 - 6 yrs	\$1.00 per Sq. ft.
239	Slurry or chip sealed 0 - 2 years	\$5.00 per Sq. ft.
240		
241	Adjustment (MH, valve, monument, etc)	\$500 ea.
242	Striping	\$.55 per linear ft.
243	Lane Markers	\$150.00 ea.
244	Stop Bars	\$2.50 per Sq. ft.
245	Crosswalks	\$.79 per Sq. ft.
246	RPMs	\$7.00 ea.
247	Seal-Coat	\$2.00 per Sq. yd.
248		
249	<b>ENCROACHMENT/ENGINEERING PERMITS</b>	
250	Base Permit Fee	\$70.00 - non-refundable
251	2"/6" Paving A.C.	\$.35 per sq. yd.
252	1" Paving - Overlay or Top Course	\$.15 per sq. yd.
253	1" ABC or Select Subbase	\$.05 per sq. yd.
254	Permanent Barricading	\$25.00 ea.
255	Guard Rail/Hand Rail	\$.20 per linear ft.
256	Survey Monuments	\$10.00 ea.
257	Concrete Aprons	\$15.00 ea.
258	Scuppers	\$15.00 ea.
259	Review for Adjustments MH, etc.	\$10.00 ea.
260	4" Paving - PC Concrete	\$.22 per sq. yd.
261	Decorative Sidewalk or Paving	\$.30 per linear ft.
262	Sidewalk & Bike path	\$.30 per linear ft.
263	Curb & Gutter	\$.20 per linear ft.
264	Valley Gutter	\$.50 per linear ft.
265	Sign (regulator, street etc.)	\$5.00 ea.
266	Pavement Cuts	\$2.00 per linear ft.
267	Driveway/Driveway Modifications	\$30.00 ea.
268	Utility, Water Line, Sewer Line Trench	\$.15 per linear ft.
269	Drywells (maxwell or similar)	\$100.00 ea.
270	Storm Drain Pipe	\$2.00 per linear ft.

	A	B
271	Catch Basins, Headwells	\$50.00 ea.
272		

	A	B
273	<b>Description</b>	<b>Fee FY18-19</b>
274	<b>ENCROACHMENT/ENGINEERING PERMITS (CONT.)</b>	
275	Cutoff Walls	\$.35 per linear ft.
276	Slope Protection	\$.30 per sq. yd.
277	Rip Rap	\$.90 Sq. ft.
278	Retaining Wall	\$1.53 per linear ft.
279	Cut/Fill (Materials Moved)	\$.40 per cubic yd.
280	Box Culverts	5% of attached estimate
281	Miscellaneous	5% of attached estimate
282	Landscaping	5% of attached estimate
283	Irrigation	5% of attached estimate
284	Lighting	5% of attached estimate
285	Grading	5% of attached estimate
286	Utility Splice/Repair Pits (outside pvmt)	\$2.00 Sq. ft. (minimum \$50.00)
287	Other	5% of attached estimate
288	In Lieu Payments	Calculated for cuts greater than 300 feet in length - per MAG section 336
289	Traffic Control Plan Review	\$200
290	Engineering Plan Review Fee	\$350 per sheet
291	Failure to obtain an Encroachment Permit	\$200
292	Failure to obtain a Final Inspection	\$100
293	Reinspection Fee	\$150
294	Investigation Fee for Work Done Without Permit	\$250 or the permit fee, whichever is greater, but not to exceed \$2,500 for every day or a portion of a day from the time unpermitted work began until a permit is obtained.
295	Oversize/Overweight Vehicle Permit	\$210.00
296	Haul Route Permit (greater than or equal to 500 cubic yards)	\$210.00
297	Failure to barricade or improper barricading	Up to \$1,000
298	Permit Extension	\$50.00
299	Penalty for work w/o permit	50% of Permit Fee
300	Minimum Plan Review	\$70.00 per hour (1 - hour Minimum)
301		
302	<b>ENVIRONMENTAL FEE</b>	
303	Environmental fee:	
304	per residential solid waste account	\$3.00 per month per parcel; billed \$36.00 annually
305	per multifamily solid waste account (with a range for number of units)	to be determined
306	commercial solid waste accounts (license fee and/or cost per commercial account)	to be determined
307	late fee for paying the environmental fee	\$5.00 per month up to a maximum of \$35.
308		

	A	B
309	<b>Description</b>	<b>Fee FY18-19</b>
310	<b>DEVELOPMENT SERVICES FEES</b>	
311	Easement or Right-of-Way Abandonment	\$350.00
312	Hillside Protection Reconfiguration and/or Replacement of Hillside Protection Easement	\$350.00
313	Revocation Administrative Fee	\$300.00
314	Engineering Plan Review Fee	\$350.00 per sheet
315	Final Plat Improvement:	
316	Plan Checking	\$350.00 per sheet (includes 2nd and 3rd reviews)
317	Except water and sewer plans	\$175.00 per sheet (includes 2nd and 3rd reviews)
318	Water and sewer plans only	\$200.00 per sheet with corrections (4th+ reviews); \$75.00 per sheet for addendums (changes made after approval).
319	Engineering Report/Calculations Review Fee (Drainage, Environmental, Traffic, Structural, Water, Sewer, etc.)	\$350.00 per report
320	New/Address Change	\$25.00
321		
322	<b>DEVELOPMENT FEES</b>	
323	Single Family Residential	\$1,601
324	Multi - Family Residential	\$1,601/dwelling
325	Commercial	\$0.243/Sq. ft.
326	Office	\$0.243/Sq. ft.
327	Hotel	\$0.243/Sq. ft.
328	Industrial	\$0.243/Sq. ft.
329		
330	Fee Detail (From Above)	
331	<b>Park &amp; Recreation</b>	
332	Residential (1)	\$1,301/dwelling
333	<b>Fire and Emergency</b>	
334	Residential (1)	\$300/dwelling
335	Non - Residential (2)	\$0.243/Sq. ft.
336		
337	<i>(1) Residential includes single and multi - family dwelling units</i>	
338	<i>(2) Non - residential includes commercial and industrial square footage</i>	
339		

	A	B
340	<b>Description</b>	<b>Fee FY18-19</b>
341	<b>PLANNING &amp; ZONING FEES</b>	
342	Administrative Use Permit/Grand Opening Sign Permit	\$25.00
343	Appeal of a Decision by the Zoning Administrator	\$1,000.00 plus notification *^
344	Area Specific Plans and amendments	\$3,000.00 plus \$ 100.00 per acre ^
345	Comprehensive Sign Plans and amendments	\$200.00
346	Commercial/Industrial/Multi-Family Site Plan Review	\$500.00 plus \$200.00 for every 5,000 square feet or portion thereof ^
347	Condominium Plats	\$1,500.00 plus \$50.00 per unit ^
348	Continuance at Applicant Request	\$250.00
349	Cut & Fill Waiver	\$300
350	Development Agreements	\$5,000.00 plus \$100 per acre or portion thereof
351	Development Agreements - Amendment	\$5,000
352	Final Plats	\$1,500.00 plus \$ 50.00 per lot, unit or tract ^
353	General Plan Amendments	Minor \$ 3,000.00 plus \$ 100.00 per acre ^ Major \$ 5,000.00 plus \$ 100.00 per acre ^
354	Hillside Protection Easement (HPE)	\$20.00 + applicable recording fees
355	Land Disturbance Fee	\$10.00 per Sq. ft. plus revegetation
356	Landscape Plan Review	\$420.00 plus \$ 2,500.00 refundable deposit **
357	Public notice in Newspaper	actual newspaper posting cost plus \$10 processing
358	Notification fee	\$5.00 per mailing label plus actual newspaper posting cost plus \$10 processing.
359	Ordinances (Text Amendments)	\$2,000.00 plus notification *
360	Planned Area Developments (PAD)	\$2,000.00 plus \$100 per acre or portion thereof plus notification *
361	Planned Area Developments (PAD) - Amendment	\$2,000
362	Planned Unit Developments (PUD)	\$2,000.00 plus \$100 per acre or portion thereof plus notification *
363	Planned Unit Developments (PUD) - Amendment	\$2,000
364	Plat Abandonments	\$500.00 ^
365	Preliminary Plats	\$2,000.00 plus \$50.00 per lot, unit or tract^
366	Recording Fees ( <i>subject to change without notice</i> )	\$10 plus actual cost
367	Replats (lot joins, lot divisions, lot line adjustments)	\$500.00 up to three lots, more than 3 lots use Final Plat fees ^
368	Rezones (Map)	\$2,000.00 plus \$100 per acre or portion thereof plus notification *^
369	Saguaro Cactus Permit	\$90.00
370	Special Use Permits and amendments	\$500.00 plus notification *^ - non-refundable
371	Temporary Use Permits	\$200.00 plus notification * - non-refundable
372	Temporary Visitor Permit (RV Parking):	\$25.00
373	Time Extension Fee	\$100.00
374	Tract Housing	\$500.00 per Standard Plan + \$100 per
375	Variances	\$1,000.00 plus \$300.00 for each additional variance
376	Zoning Verification Letter	\$200.00
377		
378		*\$5.00 per mailing label plus actual newspaper posting cost plus \$10 processing.
379		**Deposit required for Certificate of Occupancy (C of O) if landscaping is not installed; refundable upon
380		^All fees include up to 3 reviews by staff. Any additional reviews will be subject to an additional fee equal to
381		

	A	B
382	<b>Description</b>	<b>Fee FY18-19</b>
383	<b>BUILDING PERMIT/PLAN CHECK – SINGLE FAMILY RESIDENTIAL</b>	
384	<b>Single Family Homes (Includes Permit and Plan Review)</b>	
385	Livable Area with A/C	\$.75 Sq. ft.
386	Covered Area: Garage and/or Patio (non A/C)	\$.45 Sq. ft.
387		
388	Single Family Addition	\$.75 Sq. ft.
389	Area non A/C	\$.45 Sq. ft.
390		
391	Single Family Remodel	\$.23 Sq. ft.
392	Area non A/C	\$.14 Sq. ft.
393		
394	<b>Specialized Permits (Includes Permit and Plan Review)</b>	
395	Solar Photovoltaic	\$140.00
396	Fence Walls	\$70 plus \$.15 LF (Linear Footage)
397	Retaining Walls	\$70 plus \$1.53 LF (Linear Footage)
398	Pools & Spas Attached	\$290 plus \$.90 Sq. ft.
399	Stand Alone Spas	\$235.00
400	Landscape Plan Review	\$420.00 plus \$ 2,500.00 refundable deposit **
401		
402	<b>Miscellaneous Permits (Plan Review Fee Extra)</b>	
403	One Discipline Permit	\$70.00 (building, plumbing, electrical or mechanical)
404	Combination Permit	\$210.00
405		
406	<b>Miscellaneous Plan Review</b>	
407	Minimum Plan Review	\$70.00 per hour (1 - hour Minimum)
408	Revisions to Approved Plans	\$70.00 per hour (1 - hour Minimum)
409		
410	<b>Over the Counter Permits (No Plan Review Fee Required)</b>	
411	Plumbing - Water heater replacement/solar (minor)	\$70.00
412	Mechanical - HVAC replacement (minor)	\$70.00
413	Electrical - panel repair (minor)	\$70.00
414	Demolition (minor)	\$120.00
415		
416	<b>Plan Review Add On (After 3rd Review)</b>	50% of Bldg Permit/Plan Review Fee
417		
418	<b>Reinspection Fee</b>	\$150.00 per Trip
419		
420	<b>Plan copies 24x36</b>	\$3.00 per page - B&W \$5.00 per page - Color
421		
422	<b>Permit Extensions - Residential new</b>	\$400.00
423		
424	<b>Permit Extensions - Residential remodel only</b> (If Town has all records and within current Code cycle)	\$100.00
425		
426	<b>Refund for cancelled Single Family Home permit</b>	35% of building permit fee paid - request must be made within 180 days of original payment
427		

	A	B
428	<b>Penalty for failure to obtain a building permit</b>	50% of Bldg Permit/Plan Review Fee
429		

	A	B
430	<b>Description</b>	<b>Fee FY18-19</b>
431	<b>BUILDING PERMIT/PLAN CHECK - COMMERCIAL</b>	
432	<b>Commercial Building Permit (Includes Permit and Plan Review)</b>	
433	Area with A/C	\$.75 Sq. ft.
434	Covered Area (non A/C)	\$.45 Sq. ft.
435		
436	<b>Commercial Building Addition</b>	
437	Area with A/C	\$.75 Sq. ft.
438	Covered Area (non - A/C)	\$.45 Sq. ft.
439		
440	<b>Commercial Remodel (Existing)</b>	
441	Area with A/C	\$145 plus \$.23 Sq. ft.
442	Covered Area (non - A/C)	\$145 plus \$.14 Sq. ft.
443		
444	<b>Shell Only for Commercial &amp; Multi - Family</b>	
445	Area with A/C	\$205 plus \$.50 Sq. ft.
446	Covered Area (non - A/C)	\$70 plus \$.45 Sq. ft.
447		
448	<b>Commercial Tenant Improvement</b>	
449	Area with A/C	\$145 plus \$.23 Sq. ft.
450	Covered Area (non - A/C)	\$145 plus \$.14 Sq. ft.
451		
452	<b>Apartments/Condominiums</b>	
453	Livable Area with A/C	\$.75 Sq. ft.
454	Covered Area (non - A/C)	\$.45 Sq. ft.
455		
456	Apartments/Condominiums with 4 or more units & recurring floor plans (0 -100,000 livable sq. ft.)	
457	Livable Area with A/C	\$.60 Sq. ft.
458	Covered Area (non - A/C)	\$.37 Sq. ft.
459		
460	Apartments/Condominiums with 4 or more units & recurring floor plans (Over 100,000 livable sq. ft.)	
461	Livable Area with A/C	\$.53 Sq. ft.
462	Covered Area (non - A/C)	\$.33 Sq. ft.
463		
464	<b>Specialized Permits (Includes Permit and Plan Review)</b>	
465	Solar Photovoltaic	\$140.00
466	Fence Walls	\$70 plus \$.15 Lf (Linear Footage)
467	Retaining Walls	\$70 plus \$1.53 LF (Linear Footage)
468	Pools & Spas Attached	\$290 plus \$.90 Sq. ft.
469	Stand Alone Spas	\$235.00
470	Landscape Plan Review	\$420.00 plus \$ 2,500.00 refundable deposit **
471	**Deposit required for Certificate of Occupancy (C of O) if landscaping is not installed; refundable upon	
472		

	A	B
473	<b>Description</b>	<b>Fee FY18-19</b>
474	<b>BUILDING PERMIT/PLAN CHECK – COMMERCIAL (CONT.)</b>	
475	<b>Miscellaneous Permits (Plan Review Fee is Separate)</b>	
476	Minimum Permit (one discipline)	\$70.00 (or \$210.00 for building, plumbing, electrical and mechanical)
477	Minimum Combination (all disciplines)	\$210.00
478	Sign Permit, less than 32 Sq. ft. (Face	\$50.00 per sign
479	Sign Permit, greater than 32 Sq. ft. (Face Replacement Only)	\$100.00 per sign
480	Sign Permit, less than 32 Sq. ft. (New)	\$190.00 per sign
481	Sign Permit, greater than 32 Sq. ft. (New)	\$240.00 per sign
482		
483	<b>Miscellaneous Plan Review</b>	
484	Minimum Plan Review	\$70.00 per hour (1 - hour Minimum)
485	Revisions to Approved Plans	\$70.00 per hour (1 - hour Minimum)
486		
487	<b>Over the Counter Permits (No Plan Review Fee Required)</b>	
488	Plumbing - Water heater replacement/solar (minor)	\$70.00
489	Mechanical - HVAC replacement (minor)	\$70.00
490	Electrical - panel repair (minor)	\$70.00
491	Demolition (minor)	\$120.00
492		
493	<b>Plan Review Add On (After 3rd Review)</b>	50% of Bldg Permit/Plan Review Fee
494		
495	<b>Reinspection Fee</b>	\$150.00 per trip
496		
497	<b>Permit Extensions - Commercial new construction only</b> (If Town has all records and within current Code cycle)	\$400.00
498		
499	<b>Permit Extensions - Commercial remodel only</b> (If Town has all records and within current Code cycle)	\$100.00
500		
501	<b>Penalty for failure to obtain a building permit</b>	50% of Bldg Permit/Plan Review Fee
502	<b>Refund for cancelled Commercial Building permit</b> (must be done in writing)	35% of building permit fee paid - request must be made within 180 days of original payment
503		
504	<b>Appeal of Decision by Building Official/Fire Marshall</b>	\$1,000 plus notification *^
505	*\$5.00 per mailing label plus actual newspaper posting cost plus \$10 processing.	
506	^All fees include up to 3 reviews by staff. Any additional reviews will be subject to an additional fee equal to	
507		

	A	B
508	<b>Description</b>	<b>Fee FY18-19</b>
509	<b>FIRE SAFETY FEES</b>	
510	Residential Automatic Sprinkler System Plan Review/Inspection	0.05 Sq. ft. (minimum \$25)
511	Commercial Automatic Sprinkler System Plan Review/Inspection	\$.10 Sq. ft. (minimum \$50)
512	Commercial Auto Sprinkler System Modification Plan Review/Inspection	\$75.00
513	Commercial Hood System Plan Review/Inspection	\$100.00
514	Commercial Fire Alarm System Plan Review/Inspection	\$100.00
515	Commercial Fire Alarm System Modification Plan Review/Inspection	\$50.00
516	Residential LPG Installation Review/Inspection	\$50.00
517	Annual Adult Residential Group Care Inspection	\$100.00 per year
518	Annual Commercial Fire Inspection Fee	\$0.00
519	Tent Permit Fee (any tent over 200 Sq. ft. & any canopy over 400 Sq. ft.)	\$100.00
520	Reinspection Fee (beyond one re-check)	\$150.00 per trip
521		
522	<b>ABATEMENT FEES</b>	
523		
524	Inspection fee	\$70.00 per hour (1 - hour minimum)
525	Reinspection fee	\$150.00 per trip
526		
527	<b>PARK FACILITY RENTALS</b>	
528		
529	<b>Park Rental Fees - Resident/Organization <sup>(1)</sup></b>	<b>Per Hour</b>
530	Small Ramada - 2 hour minimum	\$10.00
531	Medium Ramada - 2 hour minimum	\$15.00
532	Large Ramada - 2 hour minimum	\$20.00
533	Meeting Rooms 2 hour minimum	\$10.00
534	Multi-Purpose Fields - 2 hour minimum	\$15.00
535	Tennis Courts - 90 minute reservation	\$5.00 without lighting
536	Tennis Courts - 90 minute reservation	\$7.00 with lighting
537	Open Park space, including Amphitheater, Avenue of the Fountains Plaza, Great Lawn, Centennial Circle and other lawns	\$400/half day (4 hours or less) \$750/full day (over 4 hours)
538		
539	<sup>(1)</sup> 10% wedding discount when combined with Community Center Rental	
540		

A		B
541	<b>Description</b>	<b>Fee FY18-19</b>
542	<b>PARK FACILITY RENTALS (CONT.)</b>	
543	<b>Park Rental Fee Extras</b>	
544	Power Distribution Box Rental Fee & Deposit	\$15.00/box per day; \$100.00 deposit per box and power cable
545	Athletic Field Lights (2 hour minimum)	\$10.00 per hour
546	Athletic Field – Prep & Bases	\$25.00 per field
547	Alcohol Permit with Park Reservation	\$10.00 for 50 Consuming Adults - non-refundable
548	Fountain Operation	\$265.00 Per Half - Hour
549	Staff (2 hour minimum)	\$21 - \$38 Per Hour
550	<b>Park Rental Fees - Non-Resident/ Commercial (1)</b>	<b>Per Hour</b>
551	Small Ramada - 2 hour minimum	\$15.00
552	Medium Ramada - 2 hour minimum	\$22.50
553	Large Ramada - 2 hour minimum	\$30.00
554	Meeting Rooms - 2 hour minimum	\$15.00
555	Multi-Purpose Fields - 2 hour minimum	\$22.50
556	Tennis Courts - 90 minute reservation	\$10.00 without lights
557	Tennis Courts - 90 minute reservation	\$14.00 with lights
558	Open Park space, including Amphitheater, Avenue of the Fountains Plaza, Great Lawn, Centennial Circle and other lawns	\$750/half day (4 hours or less) \$1,400/full day (over 4 hours)
559	<sup>(1)</sup> 10% wedding discount when combined with Community Center Rental	
560		
561	<b>Park Rental Fee Extras</b>	
562	Power Distribution Box Rental Fee & Deposit	\$15.00/box per day; \$100.00 deposit per box and power cable

	A	B
563	Athletic Field Lights - 2 hour minimum	\$10.00 per hour
564	Athletic Field – Prep & Bases	\$25.00 per field
565	Alcohol Permit with Park Reservation	\$10.00 for 50 Consuming Adults - non-refundable
566	Fountain Operation	\$265.00 Per Half - Hour
567	Staff - 2 hour minimum	\$21.00 - \$38.00 Per Hour
568		
569	<b>Recreation Fees</b>	
570	Program Cancellation Fee	\$10.00
571		
572	<b>Description</b>	<b>Fee FY18-19</b>
573	<b>COMMUNITY CENTER RENTALS</b>	
574		
	<b>Community Center Rental - Resident/ Organization (Tier 2) <sup>(2)</sup></b>	<b>Per Hour</b>
575		
576	Any Meeting Room - 2 hour minimum	\$17.00
577	One Ballroom (30 - 90 people)	
578	Minimum 4 hours	\$36.00
579	Two Ballrooms *(91 - 160 people)	
580	Minimum 4 hours	\$72.00
581	Three Ballrooms*( 161 - 250 people)	
582	Minimum 4 hours	\$108.00
583	Grand Ballroom *( 251 - 450 people)	
584	Minimum 4 hours	\$144.00
585		
586	<b>Lobby <sup>(2)</sup></b>	<b>Per Hour</b>
587	4 hour minimum	\$34.00
588		
589	<b>Grand Ballroom &amp; Lobby <sup>(2)</sup></b>	
	All Day Rate (Monday - Thursday 7:00 am to Midnight)	\$1,760.00
590		
	All Day Rate (Friday - Saturday 7:00 am to Midnight)	\$2,200.00
591		
592	<b>Weekend Rates: Friday &amp; Saturday <sup>(2)</sup></b>	<b>Weekend Rates: Friday-Sunday</b>
593	Ballroom 3 (includes patio access and views)*	<b>Per Hour</b>
594	4 hour minimum	\$41.00

	A	B
595	Ballroom 4 (includes patio access and views)	
596	4 hour minimum	\$41.00
597		
598	<b>Tier 2 Groups meeting 6 or More Times per Year:</b>	
599	4 hour minimum with contract	50% of Resident/Non-Profit rate
600		
601	*Ballroom 3 not available as a standalone rental	
602	<sup>(2)</sup> 10% wedding discount when combined with a Park Rental	
603		
604	<b>Description</b>	<b>Fee FY18-19</b>
605	<b>COMMUNITY CENTER RENTALS (CONT.)</b>	
606	<b>Community Center Rental - Non-Resident/ Commercial (Tier 3) <sup>(2)</sup></b>	<b>Per Hour</b>
607		
608	Any Meeting Room	\$39.00
609	One Ballroom (30-90 people)	
610	4 hour minimum	\$83.00
611	Two Ballrooms *(91 - 160 people)	
612	4 hour minimum	\$166.00
613	Three Ballrooms*( 161 - 250 people)	
614	4 hour minimum	\$249.00
615	Grand Ballroom *( 251 - 450 people)	
616	4 hour minimum	\$332.00
617		
618	<b>Lobby <sup>(2)</sup></b>	
619	4 hour minimum	\$69.00
620		
621	<b>Grand Ballroom &amp; Lobby <sup>(2)</sup></b>	
622	All Day Rate (Monday - Thursday 7:00 am to	\$4,400.00
623	All Day Rate (Friday - Saturday 7:00 am to Midnight)	\$5,500.00
624		
625	<b>Weekend Rates: Friday &amp; Saturday <sup>(2)</sup></b>	<b>Weekend Rates: Friday-Sunday</b>
626	Ballroom 3 (includes patio access and views)*	<b>Per Hour</b>
627	4 hour minimum	\$124.00
628	Ballroom 4 (includes patio access and views)	
629	4 hour minimum	\$124.00
630		
631	<b>Tier 3 Groups meeting 6 or More Times per Year:</b>	
632	4 hour minimum with contract	50% of Non-Resident/Commercial Rate
633		
634	*Ballroom 3 not available as a standalone rental	
635	<sup>(2)</sup> 10% wedding discount when combined with a Park Rental	
636		

A		B
637	<b>Description</b>	<b>Fee FY18-19</b>
638	<b>COMMUNITY CENTER RENTALS (CONT.)</b>	
639		
640	<b>Community Center Extra Service Fees - Resident/Non-Profit</b>	
641	Video Projector - Note Vission 3,000 Lumens	\$40.00
642	Overhead Projector	\$15.00
643	Slide Projector	\$15.00
644	27" TV	\$15.00
645	Flat Screen TV	\$25.00
646	TV/VCR (or DVD)	\$0.00
647	VCR or DVD Player	\$10.00
648	Small Screen	\$5.00
649	Large Screen (8' x 10')	\$10.00
650	Large Screen Border	\$15.00
651	Ping Pong Table	\$15.00 per rental
652		
653	<b>Internet Access</b>	
654	Hard Wire	\$125 per day
655		
656	<b>Sound Reinforcement</b>	
657	Wireless Microphones	\$5.00
658	Speaker Table (Includes Mixing Board)	\$15.00 each
659	Conference Phone	\$10.00
660	Portable Sound System (Includes Mixing Board and/or Portable Speaker)	\$25.00
661	CD Player	\$10.00
662		
663	<b>Electricity (per booth)</b>	
664	110 V	\$15.00
665	220 V	\$40.00
666		
667	<b>Other</b>	
668	Easel	\$5.00
669	Papers & Markers	\$10.00
670	Portable White Board	\$5.00
671	Walker Display Board	\$5.00
672		
673	<b>Items for Sale</b>	
674	25' Extension Cord	\$15.00 each
675	Power Strip	\$15.00 each
676	Masking Tape	\$5.00 per roll
677		
678	<b>Miscellaneous</b>	
679	Dance Floor - per 3' x 3' parquet square	\$3.00
680	Staging 6' x 8" section	\$5.00
681	Piano - Tuning Extra	
682	Upright	\$25.00
683	Grand	\$50.00
684	Coffee Service	\$5.00 per 8 cup pack
685		

	A	B
686	<b>Description</b>	<b>Fee FY18-19</b>
687	<b>COMMUNITY CENTER RENTALS (CONT.)</b>	
688	<b>Community Center Extra Service Fees - Non - Resident/Commercial</b>	
689	Video Projector - Note Vission 3,000 Lumens	\$75.00
690	Overhead Projector	\$30.00
691	Slide Projector	\$30.00
692	27" TV	\$30.00
693	Large Flat Panel Monitor	\$50.00
694	Flat Screen TV	\$50.00
695	VCR or DVD Player	\$20.00
696	Small Screen	\$10.00
697	Large Screen (8' x 10')	\$20.00
698	Large Screen Border	\$30.00
699	Ping Pong Table	\$30.00 per rental
700		
701	<b>Internet Access</b>	
702	Hard Wire	\$125.00 per day
703		
704	<b>Sound Reinforcement</b>	
705	Wireless Microphones	\$15.00
706	Speaker Table (Includes Mixing Board)	\$15.00 each
707	Conference Phone	\$20.00
708	Portable Sound System (Includes Mixing	\$50.00
709	CD Player	\$20.00
710		
711	<b>Electricity ( per booth)</b>	
712	110 V	\$25.00
713	220 V	\$75.00
714		
715	<b>Other</b>	
716	Easel	\$10.00
717	Papers & Markers	\$20.00
718	Portable White Board	\$10.00
719	Walker Display Board	\$10.00
720		
721	<b>Items for Sale</b>	
722	25' Extension Cord	\$15.00 each
723	Power Strip	\$15.00 each
724	Masking Tape	\$5.00 each
725		
726	<b>Miscellaneous</b>	
727	Dance Floor - Per 3' x 3' parquet square	\$5.00
728	Staging 6' x 8" section	\$10.00
729	Piano - Tuning Extra	
730	Upright	\$50.00
731	Grand	\$100.00
732	Coffee Service	\$5.00 per (10) 8oz cup pack
733	Portable Bar	\$50.00
734	Labor Charges	\$25/hr
735	NOTE: All Rentals Are Subject To Applicable Arizona Sales Taxes	
736		
737	<b>Description</b>	<b>Fee FY18-19</b>
738	<b>SENIOR SERVICES ANNUAL MEMBERSHIP FEES (CALENDAR YEAR)</b>	
739	Resident	\$20.00

	A	B
740	Non - Resident	\$30.00
741		
742	<b>COURT FEES</b>	
743	Non-Sufficient Funds (checks returned to Court)	\$30.00 per check
744	Public Defender	Actual costs for appointed attorney
745	Jail Reimbursement	Actual costs billed by County for jail time served
746	Jury Costs (assessed if jury trial canceled within five days of trial)	Actual administrative costs
747	Civil Traffic Default	\$50.00 per defaulted charge
748	Warrant	\$50.00 per warrant issued
749	Diversion Program Rescheduling	\$25.00
750	Court Clerk	\$17.00
751	Court User	\$30.00 per charge, plus surcharges
752	Public Records Search	\$2.00 per name
753	Copies	\$0.50 per page
754	Certified Copies	\$17.00
755	Copies of CDs	\$17.00
756		
757	NOTE: Court fees are subject to change throughout the fiscal year in accordance with	