

# CITY OF GRAND JUNCTION JOB ANALYSIS QUESTIONNAIRE

**I. EMPLOYEE BACKGROUND:** In this section you will provide information regarding your name, current job title, your immediate supervisor, etc. This will help us make sure we refer to the correct job throughout the study.

Is this a group questionnaire? ☐ Yes ☒ No

If yes, please list all employee names.

**Division:**

**Department:**

## For Individual Questionnaires Only:

**Employee Name:**

Stavast  
(Last)

James  
(First)

D  
(Middle Initial)

**Current Classification Title:**

Facilities Supervisor

**Division**

Facilities

**Department**

Utility & Street Systems

**Total Length of Time with organization**

8 Years 8 months

**Total Length of Time in Current Position**

4 Years 11 months

**Assigned Hours/Week:: from** 7:00 **t o** 4:30

**Assigned Days/Week** M-F

**Email:** james@gjcity.org

**Work Phone:** 244-1569

**Immediate Supervisor:**

**Immediate supervisor reports to:**

**Name:**

Terry Franklin

**Name:**

Greg Trainor

**Title:**

Deputy Director USS

**Title:**

Director of Utility & Street Systems

**Work  
Phone**

244-1495

**Work  
Phone:**

244-1564

**E-mail:**

terryf@gjcity.org

**E-mail:**

gregt@gjcity.org

## **II. POSITION INFORMATION**

**1. POSITION SUMMARY:** This section asks for a short paragraph, one to three sentences, regarding the purpose of your position and/or your primary responsibilities. This summary helps us to quickly understand the essence of your job. Usually it is better to write this after you have completed the remainder of the questionnaire. Briefly describe what you consider to be the major purpose or objective of the job. Simply stated, what are you attempting to accomplish in your position?

Example: Computer Support Technician

Summary: To operate, maintain and repair computer equipment and to provide technical assistance to users.

### **Facilities Services Supervisor**

The development, implementation, management, and coordination of all of the Facilities Division's custodial, repair, maintenance, preventive maintenance and capital replacement programs.

The development, justification, and monitoring of the annual operating and capital improvement budgets of the Facilities Division.

The development, scheduling, and costing of the short, medium and long range plans for the replacement of buildings and major building components. These plans are built upon building use, age, condition, previous master plans, and future anticipated needs. These plans are continuously evolving and changing based on current and future anticipated usage and expansion.

## 2. SUPERVISION & ORGANIZATIONAL RELATIONSHIPS.

- a. The chart below asks for your specific supervisory responsibilities. If a duty statement applies to you, please check the box under the "Yes" column and then indicate the number of employees for which you are responsible to the right of the statement.

Yes	Duty	Number of Employees
<input type="checkbox"/>	I do not officially supervise other employees (sign performance reviews).	
<input checked="" type="checkbox"/>	I evaluate and sign performance reviews of other full-time employees.	8
<input checked="" type="checkbox"/>	I evaluate and sign performance reviews of part-time, temporary or contract employees.	0
<input checked="" type="checkbox"/>	I instruct other employees in methods or procedures needed to carry out their job (how to carry-out their assigned duties).	8
<input checked="" type="checkbox"/>	I make work assignments for others.	8
<input checked="" type="checkbox"/>	I make hiring and hiring pay recommendations.	8
<input checked="" type="checkbox"/>	I make hiring and hiring pay decisions.	8
<input checked="" type="checkbox"/>	I recommend termination for poor performance.	8
<input checked="" type="checkbox"/>	I provide advice to peers that they must consider carefully before making a decision.	6
<input checked="" type="checkbox"/>	I provide information to supervisors/management that they use in making a decision.	20?

- b. Complete the organization chart below. This chart will help us to understand your job in relation to others in your department. Please use titles and not names. Fill in the applicable position titles: (1) your coworkers, employees you work with and who also report directly to your supervisor; and, (2) your subordinates, any employees you supervise directly. List only those jobs over which you have full managerial/supervisory authority (i.e. complete and sign performance evaluation.) Do not list employees supervised by your subordinate supervisors.

### YOUR COWORKERS' JOB TITLES

Solid Waste & Streets Manager
Waste Water Services Manager
Environmental Lab Manager
Water Services Manager
Environmental Regulation Compliance Coordinator

### YOUR DIRECT REPORTS' JOB TITLES

Facilities Crew Leader
Facilities Maintenance Technician
Custodian (6)

Please indicate the nature of the group supervised and the number supervised

☒ Full Time      ☐ Part-Time      ☐ Seasonal/Temp      ☐ Volunteer      ☐ Contract

c. Describe with whom, or with what departments/organizations, you have regular contact.

**1. Inside your organization (other City Departments):**

Title of Person or Department	How Often	For What Purpose
Ex: Peers, Subordinates		
All Departments	Bi-Monthly +	Maintenance and repair issues, capital projects
All Department Heads	Bi-Monthly +	AIM mtgs, CORE mtgs, project planning & review
Deputy City Manager	Bi-Monthly	AIM mtgs, CORE mtgs, project updates
Assorted managers and supervisors - all Depts.	weekly	Maintenance and repair issues, capital projects, review of other City projects
Purchasing Supervisor	weekly	PO's, project quotes & bids, project reviews
Project Engineer/ EIT	Bi-Monthly	project design and review

**2. Outside your organization:**

Title of Person or Organization	How Often	For What Purpose
Ex: Vendors, Gen. Public		
75+ Vendors/Contractors	Daily	maintenance, repairs, and projects at City buildings
Mesa County Facilities	Monthly +	operations of the City/County garage
Mesa County Building Dept.	Quarterly	permitting for and review of construction projects

**3. ESSENTIAL DUTIES.**

The list of essential duties helps us to understand those duties which are the primary reasons why your position exists. For clarification, please refer to the examples provided below.

**Essential Duties:** Those duties that make up at least 5% of your time. Please provide enough detail so that someone who may not be familiar with your job will have a clear understanding of what it is that you do. For example, do not simply state "prepares reports", but state "prepares reports such as status reports, staff reports", or other type of report(s) you may prepare. Also, please use action verbs such as prepares, calculates, operates, etc., to start off each statement. Do not use acronyms in your description. Examples are shown below. Use additional sheets if needed.

**Decisions Required:** List the decisions you make to carry out the essential duties.

**Frequency:** Indicate how often you perform each duty – D = daily, W = weekly, M = monthly, Q = quarterly, A = annually, or O = occasionally.

**Percent of Time:** Indicate how much of your time you spend on each task. The total of these percentages **should not be more than 100%**. Example: Sally conducts property value estimates 20% of the time, it may mean she spends one day out of five on that task, or that she spends around two hours each day. These need only be estimates so do not spend a great deal of time trying to come up with an exact percentage. The percentages of **all** duties should equal 100% over a one year period of time.

**Attach additional sheets if necessary.**

**E X A M P L E (LIST ACTUAL ESSENTIAL DUTIES BELOW EXAMPLE)**

<b>Essential Duties</b>	<b>Decisions Required</b>	<b>Frequency</b>	<b>% of Time</b>
<b>EXAMPLES:</b>			
<i>Prepares monthly newsletters by gathering information, writing copy, editing, preparing for publication and overseeing distribution.</i>	<i>Articles to include, editorial changes, graphics, layouts</i>	<i>M</i>	<i>25%</i>
<i>Performs inventory spot checks and monthly counts of supplies in warehouse.</i>	<i>When to check supplies</i>	<i>M</i>	<i>10%</i>

	<b>List of Essential Duties</b>	<b>Decisions Required</b>	<b>Frequency:</b> D = Daily W = Weekly M = Monthly Q = Quarterly A = Annually O = Occasionally	<b>% of Time Spent</b>  (Not to exceed 100%)
1	Direct, manage, oversee, and coordinate the organizational, financial, and operational activities of the City Facilities Services Division	Identify Through Long Range Planning; Equipment, Capital Improvement, Personnel, and Operational Policy Needs.	Daily	30
2	Develop, present, and monitor financial budgets for the Facilities Services Division.	Identify Short and Long Term Needs/Expenses and Prepare Recommendations /Justifications.	Daily	5
3	Plan, implement, and coordinate repairs, scheduled maintenance, and capital improvement activities for City facilities.	Prioritize maintenance activities and develop capital improvement plans.	Daily	5
4	Establish and maintain cooperative working relationships with City Departments and Divisions, Mesa County Facilities, and a variety of vendors and contractors	Identify and Work Through Issues, While Maintaining Relationships.	Weekly	5
5	Interview and select staff, provide or coordinate staff training, provide coaching, conduct performance evaluations, and implement disciplinary actions as necessary. Develop, implement, and oversee Facilities Division policies and procedures.	Make Staffing and Training Decisions. Make Performance Evaluation Decisions and Provide Performance Improvement Coaching.	Monthly	5
6	Provide technical expertise to director/deputy director of the Utilities and Street Systems, City Council, and other City Departments in the area of building maintenance, capital improvements, and other facilities related programs.	Prepare Reports, Participate in Meetings, Provide Presentations, make recommendations.	Weekly	10

7	Research, develop, compile, produce and maintain complex technical reports tracking maintenance history and projecting future equipment and building replacements.	Create Complex Spreadsheets, Technical Reports	Daily	15
8			Select	
9			Select	
10			Select	
11			Select	
12			Select	
13			Select	
14			Select	
15			Select	
16			Select	
17			Select	
18			Select	
19			Select	

#### 4. REQUIRED KNOWLEDGE AND SKILLS.

This section helps us to understand the types of knowledge and skill you would need to perform your job at the entry level. Those items you list are those required and not what you might necessarily know or are able to do after being in the position for a number of years.

**Knowledge:** refers to the possession of concepts and information gained through experience, training and/or education and can be measured through testing.

**Skills:** refers to the proficiency which can be demonstrated and are typically manual in nature and/or can be measured through testing.

The knowledge and skills that you list in the following section must refer to the Essential Duties you listed in Section 3.

Duty #	Knowledge - Skills
1,2,3,4,5,6,7	The application of business management and accounting principles.
1,3,4,5,6	Knowledge and application of people management principles and skills (internal and external).
1,2,3,4,5,6	Effective listening skills with effective verbal and written communications (interpersonal communications).
1,2,3,4,6,7	Developed knowledge of construction practices and principles.
1,2,3,4,5,6,7	Proficient knowledge of the use of the Microsoft Office Suite of programs (Word, Excel, etc.)
2,3,6,7	The understanding, development and costing of short and long range financial plans.
1,2,3,4,5,6,7	Ability to diagnose, analyze, research, and be accepting of new technologies and methods.
1,3,6	The knowledge of the proper use of hand and power tools to diagnose and effect repairs.
1,2,3,4,6,7	The ability to make appropriate and effective presentations to front line, mid and upper level managers, City Manager and the City Council.


### **III. EDUCATION, EXPERIENCE, AND EQUIPMENT**

**1. EDUCATION:** What level of education do you have and what minimum level of education do you believe is needed to satisfactorily perform your job at entry level? Check the level that applies to your job:

<b>You Have</b>	<b>You Need</b>	
<input type="checkbox"/>	<input type="checkbox"/>	Less than High School Diploma or equivalent (G.E.D.) (ability to read, write, and follow directions)
<input type="checkbox"/>	<input type="checkbox"/>	High School Diploma or equivalent (G.E.D.)
<input type="checkbox"/>	<input type="checkbox"/>	Up to one year of specialized or technical training beyond high school
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Associate degree (A.S., A.A.) or two-year technical certificate
<input type="checkbox"/>	<input type="checkbox"/>	Bachelor's degree
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Other (explain): 2.75 years of college toward a pre-law/business degree.

**2. EXPERIENCE:** What kinds of experience do you have, and what minimum kinds of experience are needed to enter your job at entry level?

#### **Type of Experience**

<b><u>You Have</u></b>	<b><u>Your Time</u></b>	<b><u>You Need</u></b>	<b><u>Minimum Time Required</u></b>
Construction trades experience	13 years	Assorted Construction trades	8 years
Company Maintenance Supervisor +	16 years	Supervisory/Managerial experience	4 years
Owned & Operated my own maintenance company	7 years	Business & accounting principles	2 years

a. What field (s) should training or degree be in?

Construction trades and Construction management and /or engineering with Business management.

**3. SPECIAL REQUIREMENTS:** List any registrations, certifications or licenses that are **required** for you to hold your position. Be specific and do not abbreviate words or use acronyms.

N/A



**4. MACHINES, TOOLS AND EQUIPMENT.** List any machines, tools or equipment used in your work and indicate the frequency and time spent using each. The machines, tools and equipment must refer to the Essential Duties you listed in Section 3.

<b>Duty #</b>	<b>Machines, Tools, Equipment</b>	<b>Frequency/Time</b>
1-7	Computer, printer, calculator, copier, telephone	Daily
1,3	Ladders	Quarterly
1,3	Assorted power tools, drills, saws	Annually
1,3	Assorted hand tools, flashlights, multimeter	Monthly
1-7	City vehicle	Daily

**5. DECISION-MAKING & JUDGMENTS.**

a. Describe three types of important decisions and judgments you make regularly and independently in the performance of your duties.

1. Budgetary and financial decisions for the daily, monthly, quarterly and annual operations of the Facilities Division. Short, medium and long range financial planning based on existing use, conditions, and life cycle analysis.

2. The appropriateness and application of the Facilities repair, maintenance, preventive maintenance and capital improvement programs. Making necessary adjustments to the programs to accommodate departmental needs and the goals of the division and City management.

3. The best application of staff, contractors, vendors and other resources to provide the most effective and efficient custodial, maintenance, and repair services to every department and division within the City. Working with every division to determine the best solutions to problems and needed improvements in their buildings.

## **IV: AMERICANS WITH DISABILITIES ACT REQUIREMENTS**

### **1. PHYSICAL ACTIVITIES/REQUIREMENTS.**

This section helps us understand the physical activities and requirements that are absolutely necessary for you to be able to do in order to perform your job. Please list the frequency and the importance of each of the physical requirements listed in this section. These physical activities/requirements will help in ensuring the City of Grand Junction remains in compliance with the Americans with Disabilities Act.

The City of Grand Junction is required to document any physical requirements in order to legally defend restrictions that are imposed. The definitions for the physical activities/requirements are taken directly from the guidelines established by the federal government. Your answers in this section will not affect how your job is classified.

#### **Frequency**

**How frequently is the activity performed?**

- 0 – Never
- 1 – Annually
- 2 – Quarterly (at least 3 per year)
- 3 – Monthly (at least 8 per year)
- 4 – Weekly (at least 3 per month)
- 5 – Daily (at least 3 per week)

#### **Importance**

**How important is the activity in accomplishing the job's purpose?**

- 0 – Not Important
- 1 – Somewhat Important
- 2 – Very Important
- 3 – Extremely Important

<b>Physical Activity</b>	<b>Frequency</b>	<b>Importance</b>	<b>Duties</b>
<b>Climbing:</b> Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized. This factor is important if the amount and kind of climbing required exceeds that required for ordinary locomotion.	3--Monthly	2--Very Important	1,3
<b>Balancing:</b> Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. This factor is important if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.	3--Monthly	1--Somewhat Important	1,3
<b>Stooping:</b> Bending body downward and forward by bending spine at the waist. This factor is important if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.	3--Monthly	1--Somewhat Important	1,3,6
<b>Kneeling:</b> Bending legs at knee to come to a rest on knee or knees.	3--Monthly	2--Very Important	1,3,6
<b>Crouching:</b> Bending the body downward and forward by bending leg and spine.	2--Quarterly	1--Somewhat Important	1,3,6
<b>Crawling:</b> Moving about on hands and knees or hands and feet.	1--Annually	1--Somewhat Important	1,3,6
<b>Reaching:</b> Extending hand(s) and arm(s) in any direction.	4--Weekly	2--Very Important	1,3,6
<b>Standing:</b> Particularly for sustained periods of time.	3--Monthly	1--Somewhat Important	1,3,6
<b>Walking:</b> Moving about on foot to accomplish tasks, particularly for long distances.	5--Daily	1--Somewhat Important	1,3
<b>Pushing:</b> Using upper extremities to press against something with steady force in order to thrust	3--Monthly	2--Very Important	1,3

forward, downward or outward.			
<b>Pulling:</b> Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.	3--Monthly	1--Somewhat Important	1,3
<b>Fingering:</b> Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand or arm as in handling.	5--Daily	3--Extremely Important	1-7
<b>Grasping:</b> Applying pressure to an object with the fingers or palm.	4--Weekly	1--Somewhat Important	1-7
<b>Lifting:</b> Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to be a considerable degree and requires the substantial use of the upper extremities and back muscles.	2--Quarterly	1--Somewhat Important	1,3
<b>Feeling:</b> Perceiving attributes of objects, such as size, shape, temperature or texture by touching the skin, particularly that of fingertips.	3--Monthly	1--Somewhat Important	1,3
<b>Talking:</b> Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.	5--Daily	3--Extremely Important	1-7
<b>Hearing:</b> Perceiving the nature of sounds with no less than a 4db loss @ 500 Hz, 1,000 Hz and 2,000 Hz with or without correction. Ability to receive detailed information through oral communication, and to make fine discriminations in sound, such as when making fine adjustments on machined parts.	5--Daily	3--Extremely Important	1-7
<b>Seeing:</b> The ability to perceive the nature of objects by the eye. Seeing is important for hazardous jobs where defective seeing would result in injury and also jobs where special and minute accuracy, inspecting and sorting exist. A high degree of visual efficiency, placing intense and continuous demands on the eyes by moving machinery and other objects are also considered important. Other important factors of seeing are acuity (near and far), depth perception (three dimensional vision), accommodation (adjustment of lens of eye to bring an object into sharp focus), field of vision (area that can be seen up and down or to the right or left while eyes are fixed on a given point) and color vision (ability to identify and distinguish colors).	5--Daily	3--Extremely Important	1-7
<b>Repetitive Motions:</b> Substantial repetitive movements (motions) of the wrists, hands, and/or fingers.	5--Daily	3--Extremely Important	1-7
<b>Sedentary Work:</b> Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.	4--Weekly	2--Very Important	1-7
<b>Light Work:</b> Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. If the use of arm	4--Weekly	2--Very Important	1,3

## 2. WORKING CONDITIONS.

The working conditions section helps us to understand the physical environment you are subjected to while performing your job duties. This section does not apply to conditions like an old office building but only those factors that have to do with the job itself. In this section, please place an X by the condition that applies and one under the frequency that is most appropriate. The condition should be unique to your job and not generally applicable to all employees with the organization. **Please note, there is a choice for "Does Not Apply," if most of your work is in an office setting.**

☐ Does Not Apply

Condition	Less than 25% of the time	25-50% of the time	More than 50% of the time
Hazardous physical conditions (mechanical parts, electrical currents, vibration, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Atmospheric Conditions (fumes, odors, dusts, gases, poor ventilation)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous materials (chemicals, blood and other body fluids, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme temperatures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inadequate lighting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work space restricts movement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intense noise	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental (disruptive people, imminent danger, threatening environment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## V: EMPLOYEE, SUPERVISOR, AND DEPARTMENT HEAD SIGNATURES

### ADDITIONAL COMMENTS

Are there any additional comments you would like to make to be sure you have described your job adequately? (Use additional sheets if necessary).

### EMPLOYEE CERTIFICATION

I certify that the above statements and responses are accurate and complete to the best of my knowledge.

Signed: *James D. Stewart*

Date: 1-6-09

# TO BE COMPLETED BY THE IMMEDIATE SUPERVISOR AND DEPT. HEAD

This section is to be used by the Supervisor to note any additional comments, additional duties or disagreements with any section of the questionnaire. The Supervisor should not change anything written by the individual filling out the questionnaire nor should they address any performance issues. Please remember that this questionnaire is intended solely for the purpose of accurately describing the job in question. Supervisors, please review the entire JAQ for completeness and accuracy. If there are sections that are not complete or are incorrect, please fill in the blanks when you review the questionnaire with the incumbent. If you disagree with any information provided or believe some information is missing, indicate below the question number and your comments. **Please note the form should have all three signatures to ensure all have read the questionnaire.**

Question No.	Comments
	THIS IS A "MANAGER" POSITION AND SHOULD BE CLASSIFIED AS SVMT.
	<i>[Signature]</i> , D.H.
SECTION 5,	SEE ATTACH 1

**Please check the appropriate statement:**

- ☐ I agree with the incumbents' position questionnaire as written.
- ☐ The above modifications have been discussed with the incumbent, and the incumbent agrees with these modifications.
- ☐ The above modifications have been discussed with the incumbent, and the incumbent disagrees with these modifications.

**I have noted the modifications made by my supervisor in the Comments Section above.**

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Department Head  
Signature: \_\_\_\_\_ Date: 1/9/09

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE. AFTER YOU OR YOUR GROUP HAS COMPLETED YOUR PORTION OF THE QUESTIONNAIRE, PLEASE SUBMIT THE QUESTIONNAIRE TO YOUR SUPERVISOR FOR REVIEW, SIGNATURE, AND COMMENT. YOUR SUPERVISOR WILL SUBMIT THE COMPLETED QUESTIONNAIRE TO YOUR DEPARTMENT HEAD.

ATTACH 1

JAQ

### **Section 5: Decision making and Judgments**

Decision making and judging is a *process*. Leadership is understanding the process and relationships within the department and the role that employees and customers play in successfully delivering on the day-to-day functions of the department. In addition, it is understanding how change affects the current and future delivery of street and utility system work to citizens. Three leadership questions follow that relate to this judgment process:

1. How do we as a department achieve our customer service value and how do we involve all elements of the department in this discussion?
2. How do we insure work and leadership continuity and succession within Utility and Street Systems from among all employee elements?
3. How do we arrive at and achieve future departmental goals and objectives, as community, financial, and social variables change? That is, what do our customers want and how do we deliver that to them?