NOTICE OF FINAL ACTION TAKEN BY THE HUMAN RESOURCES DIRECTOR

Date: January 13, 2016

Re: Notice of Proposed Classification Actions –Final Notice No. 46 FY 15/16 (copy attached).

Pursuant to completion of discussion with Carpenters, Local 22 regarding this classification action, the classification action contained in the above referenced notice became effective January 13, 2016.

Micki Callahan
Human Resources Director

by:

Steve Ponder
Classification and Compensation Manager
Human Resources

cc: All Employee Organizations
All Departmental Personnel Officers
DHR – Class and Comp Unit
DHR – Client Services Unit
DHR – Employee Relations Unit
DHR – Recruitment and Assessment Unit
DHR – Client Services Support Services
Micki Callahan, DHR
Michael Brown, CSC
Sandra Eng, CSC
Maria Newport, SFERS
Risa Sandler, Controller/Budget Division
Devin Macaulay, Controller/ Budget Division
Theresa Kao, Controller/ Budget Division
Drew Murrell, Controller/ Budget Division
Alex Koskinen, Controller/ Budget Division
E-File
NOTICE OF PROPOSED CLASSIFICATION ACTIONS BY THE HUMAN RESOURCES DIRECTOR

The following actions are being posted in accordance with Civil Service Rule 109. In the absence of a protest addressed to the Human Resources Director, the proposed changes will become final seven (7) calendar days from the posting date.

Posting No: 46
Fiscal Year: 2015/2016
Posted Date: 11/10/2015
Reposted Date: 01/05/2016

AMEND THE FOLLOWING JOB SPECIFICATION(S):
(Job specification(s) attached.)

<table>
<thead>
<tr>
<th>Item #</th>
<th>Job Code</th>
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<td>7226</td>
<td>Carpenter Supervisor I</td>
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<td>2</td>
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<td>Carpenter Supervisor II</td>
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<td>7344</td>
<td>Carpenter</td>
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Protests on an item should be addressed to the Human Resources Director and can be submitted by mail to the City and County of San Francisco, Department of Human Resources, 1 South Van Ness Ave, 4th Floor, San Francisco, CA 94103 or by email to DHR.ClassificationActionPostings@sfgov.org. All protests must be received in writing no later than close of business seven (7) calendar days from the posting date, and must include the posting and item number(s), the basis on which the protest is submitted and identify the affected parties.

For additional information regarding this proposed classification action, please contact Rich David, Senior Classification and Compensation Analyst, at (415) 557-4965 or by email at Rich.David@sfgov.org.


cc: All Employee Organizations,
All Departmental Personnel Officers
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E-File
INTRODUCTION

Under general direction, Carpenter Supervisor I supervises the activities of carpenters and other craft workers engaged in the maintenance and repair of city structures, historic buildings, installations, facilities and equipment, including transit equipment, both in shops and on-site.

DISTINGUISHING FEATURES

The 7226 Carpenter Supervisor I is the first supervisory level in the Carpenter series. It is distinguished from the Carpenter by its supervisory responsibility. It is distinguished from the 7272 Carpenter Supervisor II in that the latter supervises the former.

SUPERVISION EXERCISED

Exercises supervision over 7344 Carpenters and other craft workers.

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

1. Plans and prioritizes work schedules on a continuous basis according to production targets; assigns and directs the work of carpenters and others on maintenance and repair projects; schedules and coordinates work with other crafts and departments.
2. Makes estimates of time and materials on requested work orders for repairs and maintenance.
3. Inspects work in progress and upon completion inspects for quality and adherence to specifications; develops work schedules and plans.
4. Requisitions materials and equipment; justifies and estimates future equipment and material needs.
5. Records hours worked and makes required reports.
6. Instructs employees in the safe operation of shop equipment and assures adherence to safe work practices; administers Injury and Illness Prevention Program (IIPP).
7. Assists in the development, motivation and advancement of subordinates through training and effective use of employee development programs; administers performance appraisals; resolves employee problems; assures adherence to shop rules, policies, etc.
8. Works in conjunction with support staffs, including engineers, architects and other technical experts to coordinate work plans; makes regular contacts with other departments, outside organizations and the general public.
9. Uses personal computer to prepare a variety of reports and memos to keep records and to write correspondence using e-mail.
Title: CARPENTER SUPERVISOR I  
Job Code: 7226

10. Performs related duties as required.

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Knowledge of: building codes and ordinances, tools, materials, equipment and labor used in building maintenance and repair work, and safety practices.

Ability and Skill to: supervision, written and oral communication, human relations, planning and organizing.

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education: Completion of a four year recognized carpenter apprenticeship program; AND

Experience: Four years of verifiable experience as a journey-level carpenter (experience, as a carpenter's helper is NOT qualifying.)

License and Certification: Possession of a valid California driver's license.

Substitution: Additional qualifying journey-level carpenter experience may be substituted for the required carpentry apprenticeship program on a year-for-year basis.

SUPPLEMENTAL INFORMATION

PROMOTIVE LINES

TO: 7272 Carpenter Supervisor II
FROM: 7344 Carpenter

ORIGINATION DATE: 

AMENDED DATE: 9/19/07; 1/13/16
Title: CARPENTER SUPERVISOR I
Job Code: 7226

REASON FOR AMENDMENT
To accurately reflect the current tasks, knowledge, skills and abilities defined in the most recent job analysis conducted for this job code.

BUSINESS UNIT(S):
COMMN SFMTA SFCCD SFUSD
INTRODUCTION

Under general direction, plans and directs the work of several crews of carpenters assigned to various projects and work locations; supervises and evaluates the work of first-level supervisors; reviews and prepares job estimates and daily work assignments; estimates and approves expenditures for materials and supplies; performs inspections of carpenters’ work; writes required reports; and performs related duties as required.

DISTINGUISHING FEATURES

This is a second-level supervisory position that has responsibility for interpreting and enforcing methods and procedures relative to construction, maintenance, and repair activities; inspecting the work of carpenters in the shop or field; gathering, preparing, and maintaining records and reports of time worked and materials expended; conducting training on safety procedures and departmental rules and policies; and meeting with other departmental personnel, outside organizations and the general public in connection with construction, maintenance, and repair work. This position is distinguished from the 5102 Public Buildings Maintenance and Repair Assistant Superintendent in that the latter is a third-level supervisory position responsible for administrative and managerial duties.

SUPERVISION EXERCISED

Incumbents in this job code supervise the first-level Carpenter Supervisor I classification which is responsible for directing the work of carpenters.

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

1. Meets with managers to plan and prioritize work according to established production targets.
2. Directs daily work assignments through supervision of Carpenter Supervisor I.
3. Reviews and prepares formal and informal job estimates for current and future projects.
4. Prepares and maintains records of time worked and materials expended on projects to justify expenditures.
5. Orders and approves orders for materials and supplies.
6. Interprets and enforces existing methods and procedures relative to construction, maintenance, and repair activities.
7. Inspects completed work of carpenters in the field or shop.
8. Assists in the development and motivation of staff through training.
Title: CARPENTER SUPERVISOR II
Job Code: 7272

9. Monitors and instructs staff regarding safety procedures.
10. Meets with representatives of other City departments, outside organizations, and the general public in connection with maintenance work.
11. Drives a vehicle to job sites, carpentry shops, and meetings at various locations.
12. Performs related duties as required.

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Knowledge of: carpentry principles and techniques; building construction, maintenance and repair methods and procedures; related codes and ordinances; departmental rules and policies; and safety procedures.

Ability and Skill to: prepare estimates of materials and labor needed from plans and specifications; plan, organize, assign, oversee, and inspect the work of carpentry staff; motivate and train staff; communicate effectively both orally and in writing; promote and maintain good working relationships; and operate a motor vehicle.

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education: Completion of a four year recognized carpenter apprenticeship program; AND

Experience: Six years of verifiable experience as a journey-level carpenter (experience, as a carpenter’s helper is NOT qualifying). Two years of this experience must have been at a level equivalent to Carpenter Supervisor I in the City and County of San Francisco.

License and Certification: Possession of a valid California driver’s license.

Substitution: Additional qualifying journey-level carpenter experience may be substituted for the required carpentry apprenticeship program on a year-for-year basis.

SUPPLEMENTAL INFORMATION
Title: CARPENTER SUPERVISOR II
Job Code: 7272

PROMOTIVE LINES

FROM: 7226 Carpenter Supervisor I

ORIGINATION DATE: 7/1/77
AMENDED DATE: 11/12/99; 1/13/16
REASON FOR AMENDMENT: To accurately reflect the current tasks, knowledge, skills and abilities defined in the most recent job analysis conducted for this job code.
BUSINESS UNIT(S): COMMN SFMTA SFCCD SFUSD
CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT OF HUMAN RESOURCES

Title: CARPENTER
Job Code: 7344

INTRODUCTION

Under general supervision, performs skilled carpentry work in connection with the maintenance and repair of city structures, installations and facilities; and performs related duties as required.

Requires responsibility for: explaining and carrying out existing methods and Procedures relative to maintenance and repair activities; making occasional contacts with other departmental personnel and outside organizations in connection with carpentry activities; preparing routine records and reports of time worked and materials used.

DISTINGUISHING FEATURES

SUPERVISION EXERCISED

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

1. Performs carpentry duties in connection with a wide variety of building alterations, maintenance and repair projects and other appurtenant and miscellaneous structures; builds and erects stairs, partitions, barricades, sheds, concrete forms, bleachers, scaffolding, fences and other items.
2. Lays and renews wood/wood composite/laminate: floors, baseboards, and moulding in offices, shops or transit equipment.
3. Repairs desk, tables, chairs, sashes, doors, roofs, stairs and handrails.
4. Installs doors and some related hardware.
5. Operates power driven shop woodworking machinery and equipment.
6. Reads blueprints and work orders and follows other written or verbal instructions on the kind and extent of carpentry work to be done.
7. Plans work program and sequences; assembles lumber and tools needed for an assigned project.
8. May measure and prepare estimates for carpentry repairs.
9. Prepares routine work records.

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Knowledge of: Requires good knowledge of: general carpentry work in maintenance and repair projects; the use of carpentry tools, power driven woodworking machinery and equipment.
Ability and Skill to: Requires ability to: read blueprints and work from drawings and sketches; work well with others; keep simple records.
Requires considerable skill in the use of tools and materials of the trade.

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education: Completion of a four year recognized carpenter apprenticeship program; AND

Experience: Three years of experience as a journey-level carpenter (experience, as a carpenter's helper is NOT qualifying).

License and Certification: Possession of a valid California driver license.

Substitution: Additional qualifying journey-level carpenter experience may be substituted for the required carpentry apprenticeship program on a year-for-year basis.

SUPPLEMENTAL INFORMATION

PROMOTIVE LINES

TO: 7226 CARPENTER SUPERVISOR I
FROM: ORIGINAL ENTRANCE EXAMINATION

ORIGINATION DATE: 7/1/77
AMENDED DATE: 1/13/16
REASON FOR AMENDMENT To accurately reflect the current tasks, knowledge, skills and abilities defined in the most recent job analysis conducted for this job code.

BUSINESS UNIT(S): COMMN SFMTA SFCCD SFUSD