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County of Sonoma Water Agency

Classification Study: Water Agency Land Surveyor

SUBMITTED BY:

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Table of Contents

- I. Background/Introduction..... 1
- II. Overview/Classification Study Tasks 1
- III. Analysis – Current Class Concepts 1
 - Classification Specification review:..... 6
 - Employee Interview:..... 8
 - Supervisor interview:..... 8
- IV. Recommended Position Allocation and Analysis 8
- V. Next Steps 9

I. Background/Introduction

Under contract with the County of Sonoma, CPS HR Consulting Services (CPS HR) was tasked with analyzing classification data to evaluate if one (1) Water Agency Land Surveyor position within the Sonoma County Water Agency, also known as Sonoma Water, was properly classified.

CPS HR relied primarily upon the information provided in the Position Description Questionnaire (PDQ) completed by the incumbent. The PDQ was reviewed by the incumbent’s supervisor and the Water Agency Director of Engineering, who added comments regarding the incumbent’s duties. A job evaluation (desk audit) interview with the incumbent and supervisor was conducted via Microsoft Teams. During these interviews, the rationale behind the classification study request, the department’s organizational structure, as well as the nature and scope of the duties performed were discussed.

II. Overview/Classification Study Tasks

In conducting the classification study, CPS HR:

1. Met with the incumbent, Michael Jones and direct supervisor, Dale Roberts, Water Agency Principal Engineer for Energy Resources, to provide the PDQ form and discuss the process. Susanne Oliver, Human Resources Manager, Beatriz Hernandez, Human Resources Analyst III, and two representatives from the Western Council of Engineers (WCE) also attended this information meeting on July 20, 2023.
2. Reviewed the PDQ submitted by the incumbent.
3. Reviewed the comments submitted by the incumbent’s current supervisor, Carlos Diaz, (Water Agency Deputy Chief Engineer) and Kent Gylfe, (Water Agency Director of Engineering).
4. Reviewed the County’s classification specifications for Water Agency Land Surveyor, Licensed Land Surveyor, and Supervising Right of Way Agent.
5. Conducted a desk audit interview with the incumbent on October 2, 2023.
6. Conducted a supervisor interview with the Carlos Diaz, Water Agency Deputy Chief Engineer on October 5, 2023.
7. Reviewed and analyzed information to evaluate the proper classification for the duties performed by the incumbent.
8. Submitted a final Classification Study Report and proposed new Classification Specification on November 22, 2024.

III. Analysis – Current Class Concepts

An accurate and up-to-date classification system provides an organization with the necessary tools for successfully administering recruitment, performance management, compensation, and succession planning programs. In addition to providing the basis for these types of human resources management and process decisions, position classification can also effectively support systems of administrative and fiscal control.

This classification study request was for one (1) Water Agency Land Surveyor position assigned to the Sonoma County Water Agency. CPS HR conducted an analysis of the position using an individual PDQ, an interview with the incumbent, and an interview with the assigned supervisor. The incumbent, Michael Jones, was hired into the Water Agency Land Surveyor classification on November 1, 2022, and had no prior history to report on how or when the duties changed from what is originally identified on the classification specification.

When completing the PDQ, the incumbent did not specify a percentage of time for each duty, however during the interview the incumbent stated that time for the duties was evenly distributed. Lacking a time percentage, CPS HR indicated the frequency as indicated on the PDQ by the incumbent below. The duties listed on the PDQ and identified in the interview are summarized as follows:

- Plans, organizes, directs, and manages the work of professional and technical staff performing a wide variety of difficult field and office professional surveying activities; consults with and provides technical assistant to the supervisory positions within the section. **Very important/daily**
- Participates in the development and implementation of goals, objectives, policies, and priorities for assigned services; identifies resource needs; recommends and implements policies and procedures including standard operating procedures; confers with the Deputy Director of Engineering, subordinate supervisors, and/or consultants concerning progress; resolves and assists in the resolution of personnel and operational issues. **Very important/weekly**
- Directs and participates in the research, compilation, and verification of survey data; review completed surveys, maps, descriptions, and plats prepared by District staff or consultants for completeness and conformance to District standards and legal requirements. **Critical/daily**
- Tracks, documents, reports status of project deliverables and tasks. **Very important/daily**
- Signs and seals maps, documents, reports, etc., as required under Sections §8700-8805 of the State of California Business and Professions Code. Also referred to as the Professional Land Surveyors' Act. **Critical/weekly**
- Reviews legal documents, submittals, and reports, provides feedback/comments; prepares and directs the preparation of agenda transmittal items for management, County Administrative Officer, and ultimate Board Approval. **Very important/weekly**
- Prepares legal descriptions, maps, and exhibits for Agency/District Projects. **Very important/daily**
- Trains, evaluates, disciplines, and recommends the selection of professional and technical staff; establishes performance standards; reviews performance evaluations and disciplinary recommendations made by subordinate supervisors; ensures that the Agency employment policies and procedures are consistently followed and that safe working conditions are maintained. **Very important/weekly**

- Recommends and procures technical/professional development/training. **Moderately important/less than monthly**
- Manages operational needs for Survey section; procedure necessary equipment and software; manages the section budget; submits budget recommendations, monitors expenditures. **Very important/monthly**
- Reviews construction plans and specifications to assure complete survey (line & grade) information for the purposes of construction surveying; reviews project contract documents and specifications for suitability and technical correctness, as they relate Survey activities. **Very important/weekly**

The data submitted by the incumbent on the PDQ and in the interview provided information regarding the nature of the work associated with this classification, the tasks currently performed, the knowledge and abilities needed to perform those tasks, as well as other relevant classification information, including the following factors:

Decision Making – This factor consists of the decision-making responsibility and degree of independence or latitude that is inherent in the position and the impact of the decisions. Jones described making decisions on hiring staff members, prioritizing projects and deliverables, recognizing when to seek County Counsel opinion or guidance, and identifying important risk-based considerations that warrant senior management involvement. Additionally, Jones indicated authority for planning and scheduling the work of others, establishing procedures and standards, evaluating employee performance, taking corrective action when needed, and resolving complaints and/or grievances.

Scope and Complexity – This factor defines the breadth and difficulty of the assigned function or program responsibility inherent in the classification. Jones provides direction and oversight to the survey section within the Engineering and Resource Planning Division of Sonoma Water. Jones identified that the most complex or difficult issues included resolving boundary lines or title lines, especially in riparian areas, navigable waters, and other areas with complicated ownership issues. Jones is responsible for developing and implementing section goals and objectives; establishing and organizing work priorities and processes for assigned staff; and for managing and administering the operational and training budget for the section.

Contact with Others Required by the Job – This factor measures the types of contacts and the purpose of the contacts. Jones interacts regularly with staff in the section, Deputy Director of Engineering, and the Director of Engineering. Jones also interacts frequently with external partners in the Engineering Department with the City of Santa Rosa.

Supervision Received and Exercised – This factor describes the level of supervision received from others and the nature of supervision provided to other workers. It relates to the independence of action inherent in a position. Jones receives supervision from the Water Agency Deputy Director of Engineering. Jones indicates receiving occasional supervision while working toward a definite objective that requires use of a wide range of procedures; planning and determine which specific

procedures are needed to meet objects; and independently solving non-routine problems. Jones has direct supervisory responsibility over the Licensed Land Surveyor, an Extra-Help Water Agency Land Surveyor, and indirect supervision over three (3) Engineering Technicians.

Knowledge, Skills, and Abilities – This factor defines the knowledge, skills, and abilities necessary to perform assigned responsibilities. The following knowledge statements were identified for this position:

- Principles and practices of land surveying; State laws and local ordinances covering subdivisions and land development, and the preparation of various kinds of maps; instruments and equipment used in surveying.
- Technical understanding of Geodesy; principles, practices, procedures, legal requirements for property boundary determination and real property matters and technical understanding of engineering disciplines and construction practices.
- Principles and practices of mathematics and plane trigonometry and their applications to land surveying.
- Principles and practices of employee supervision, including work planning, assignment review and evaluation, discipline, and training.
- Modern management principles and techniques to establish goals and objectives.
- Program planning, implementation, and administration; budgetary practices and controls.
- Communication skills and techniques for data collection and the preparation of written and oral reports.
- Management and leadership styles and techniques designed to train, supervise, motivate, and lead a group of employees, which includes understanding employee behavior and performance standards, interview techniques, public speaking principles, and practices.
- Techniques for providing customer service and effectively dealing with the public, vendors, contractors, and staff; public relations styles and techniques.
- Structure and content of the English language, including spelling, composition, and grammar.
- Modern office equipment and communication tools, including computers and software programs relevant to the work performed.

The abilities needed to perform the job were identified as the ability to:

- Interpret, apply, explain, and ensure compliance with applicable federal, state, and local policies, procedures, laws, and regulations and agency policies and procedures.
- Organize, implement, direct, and perform the most complex surveying activities; organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; set priorities and meet critical deadlines.

- Prepare clear and concise reports, correspondence, procedures, and other written materials.
- Use tact, initiative, independent judgment, and prudence within general policy, procedural, and legal guidelines.
- Identify problems, research, and analyze relevant information, and develop and present recommendations and justification or solutions; identify deficiencies in processes and implement and recommend process improvements.
- Plan, organize, schedule, assign, train, review, and evaluate the work of staff.
- Establish goals and write quantifiable objectives; evaluate and coach subordinate staff to achieve goals and objectives.
- Coordinate survey related activities with other departments, divisions, sections, and with outside agencies.
- Establish and maintain effective working relationships with engineers, surveyors, and the general public; represent the agency in meetings with other agencies, community groups, individuals, or organizations to advise and/or resolve differences.
- Prepare and administer program budgets; allocate resources in a cost-effective manner.
- Effectively use computer systems, software applications, and modern business equipment.
- Communicate clearly and concisely, orally and in writing.

Other information relevant to classification studies:

Point in Time Analysis – A classification study primarily captures the essential nature of positions that are expected to continue at a single point in time. Therefore, recommendations cannot be based upon all possible future changes, particularly in a rapidly changing environment where organizational needs, technologies, and skill requirements are continuously evolving.

Preponderant Duties – Classification studies often find that positions are assigned a wide range of duties and that incumbents have various levels of responsibility at any one time; therefore, the positions must be analyzed based on their preponderant duties. Preponderance is a measure of importance, and the most preponderant duties of a position are those that support the primary purpose of the position. Sometimes the most time-consuming duties of a position are preponderant; however, consideration must sometimes be given to the responsibility and complexity of certain duties that do not occupy most of the incumbent’s time. Overall, the determination of preponderance is a judgment call based on a consistent set of factors.

Level and Not Volume of Work – Position classification reflects the level of work performed by an employee and is generally independent of volume. For example, if one employee processes double the work of another, yet the percentages of time spent on those tasks and other duties are comparable, a single classification should be appropriate for both positions. In fact, study questionnaires do not ask for, and the consultants do not consider, the relative productivity of

employees when evaluating positions. Likewise, classifications are not distinguished by the amount of time spent by incumbents on tasks, or the volume of work assigned to positions since problems of excessive workload are properly solved by redistributing work or adding employees, not by creating new classifications.

Classification of the Position, Not the Employee – Position classifications should be consistent regardless of who holds the position. As such, a classification study process classifies positions, not individual employees. Furthermore, classification does not consider the capabilities of individual employees or the efficiency and effectiveness of an incumbent. It is not a measure of how well an individual employee performs, but of the actual duties assigned to the employee. Thus, classification is not a tool to reward individual achievement, nor should classifications be created simply to reward length of service. Employees, supervisors, and managers often view job content through employee performance characteristics which are unrelated to the classification concept of evaluating the work which the organization has determined should be assigned to a specific position, irrespective of how well an employee performs that work.

Position Versus Classification – Position and classification are two words that are often thought of as interchangeable, but in fact, have very different meanings. In a position plan, a position is an assigned group of duties and responsibilities performed by one person. Sometimes the word “job” is appropriately used in the place of position. In contrast, a classification may contain only one position, or may consist of several positions. When there are several positions assigned to one classification, it means that the same title is appropriate for each position because the scope, level, duties, and responsibilities of each position assigned to the classification are sufficiently similar (but not necessarily identical); the same core knowledge, skills, and other requirements are appropriate for all positions, and the same salary range is equitable for all positions.

Classification Versus Allocation – Classification is the process of identifying and describing the various kinds of work in an organization and grouping similar positions together based on job family, classification series, and classification distinctions. Allocation is more specifically tied to the placement and/or budgeting of positions within an organization. Thus, agencies may allocate a position within an organization based on the results of the classification analysis for that position.

Classification Specification review:

According to the existing classification specification, the Water Agency Land Surveyor performs a wide variety of difficult field and office professional surveying and Right-of-Way (ROW) work for Sonoma Water and is responsible for all surveying activities, real estate/right of way acquisition, transfer/surplus/disposal, property management functions, and other matters affecting real property issues affecting the Agency. The description in the classification specification does not accurately describe the scope of work performed by the incumbent. While the incumbent is responsible for managing the professional surveying activities, the incumbent is not responsible for Right-of-Way work, real estate acquisition, transfer, surplus or disposal, or property management functions for the Water Agency. Additionally, the incumbent has responsibility for managerial

functions with a higher level of discretion and decision-making authority than those listed on the existing classification specification. Incumbents in this class must be licensed by the State of California and function as full working level Licensed Land Surveyors. Additionally, this class is identified as exempt from the Civil Service Ordinance of the County of Sonoma, as stated in Section 5 of Ordinance No. 305-A. Typical duties included on the existing classification specification are:

- Supervises the work of Right of Way Agents, contract and in-house real estate appraisal professionals engaged in real property valuation and real property acquisition, transfer, surplus, disposal, and property management activities. This duty indicates responsibility for first line supervision of Right of Way Agents and related positions, who are actually supervised by the Supervising Right of Way Agent, so this duty is not accurate and is not at the right level for the incumbent.
- Supervises the work of Engineering Technicians engaged in surveying, mapping activities; supervises and directs the research of records and analysis of survey data to retrace property boundaries, makes property boundary location determination; and prepares and/or supervises and directs the filing of Records of Survey Maps. This duty indicates first level supervision, while the incumbent supervises the Licensed Land Surveyor, which is the first level supervisory class.
- Negotiates property and right of way acquisitions on behalf of the Agency and Sanitation Districts that the Agency manages; maintains oversight of ROW and real estate work for quality control; Prepares and reviews agreements, transfer of ownership documents, legal descriptions and other documents required for real property acquisition, transfer, surplus/disposal and property management activities; works with County Counsel to support acquisition of real property through Eminent Domain when required. This duty is related to ROW function, which is performed by the Supervising Right of Way Agent and is not the focus of this incumbent.
- Reviews offers of dedication and associated documents associated with public sanitation systems connected with private development on behalf of the Sanitation Zones and Districts the Agency Manages. This duty is related to the ROW function and is not performed by this incumbent.
- Acts as Agency liaison in securing proposals for property appraisal and for surveying and mapping services, real property appraisal, and right of way acquisition and due diligence activities by consultants; prepares contracts for consulting services; writes specifications for contracts and consulting services. This duty is related to the ROW function and is not performed by this incumbent.
- Manages properties owned by the Agency by investigating unauthorized uses of Agency owned real property assets; pursues corrective action of encroachments working with County Counsel. This duty is related to the ROW function and is not performed by this incumbent,

- Supervises survey and ROW work; trains and instructs survey party members in the correct use of survey instruments; supervises for the adjustment, maintenance, repair, and care of survey instruments and tools; supervises and trains ROW Agents; is responsible for quality control of survey and ROW work and records. The level of duty described here is at the first supervisory level for both the survey and ROW functions and is not appropriate for this incumbent.
- Responsible for implementation and adherence to Injury and Illness Prevention Program of survey and ROW unit; trains staff on safety elements and tracks training. The level of duty described here is at the first supervisory level for both the survey and ROW and is not appropriate for this incumbent.
- May perform other duties as assigned.

Additionally, the knowledge and ability statements identified on the classification specification are typical for the first level supervisor, but not for someone who is managing a section and providing second level supervision, so these statements are not at the appropriate level for the incumbent's responsibilities.

Employee Interview:

During the desk audit interview on October 2, 2023, Jones indicated being hired into the Water Agency Land Surveyor role with the County on November 1, 2022.

During the interview, Jones verified duties performed and the level of assigned responsibility for the position. Jones indicated that daily interaction with the Licensed Land Surveyor and the Engineering Technicians was typical, as the section operated as a team.

Jones indicated responsibility for independently prioritizing projects and deliverables for the section. These decisions are not reviewed by higher management unless the incumbent requests to discuss the decision with the Deputy Director of Engineering due to conflicting priorities.

Jones described his most complex duty as resolving boundary lines and/or title lines when there are complicated ownership issues. These issues are complicated by riparian areas, navigable waters, such as the Russian River and interests held by public trusts and/or a state land commission. Additionally, there may be issues locating property owners when the tax collector's office has lost track of ownership or when Caltrans has surplused the property back to the heirs of owners. The incumbent is responsible to ensure that exhibits reflect the proper ownership.

Supervisor interview:

Carlos Diaz, Water Agency Deputy Chief Engineer was also interviewed. Diaz indicated agreement with the information submitted on the PDQ completed by the incumbent. Diaz agreed that the existing classification specification was written with the Water Agency Land Surveyor as the direct supervisor of the Right-of-Way Agents and Engineering Technicians. However, that is not the current structure of the section. The Right of Way Agents are supervised by the Supervising Right-of-Way

Agent and the Engineering Technicians are supervised by the Licensed Land Surveyor. Diaz indicated that the incumbent acts as a second level supervisor and is responsible for managing the section. During the PDQ process, the Director of Engineering suggested a title change to Water Agency Principal Land Surveyor to align with other titles at a similar level to ensure consistency across the engineering sections.

The following recommendation is made based on our assessment of each of the allocation factors and occupational concepts described above.

IV. Recommended Position Allocation and Analysis

■ Incumbent:	Michael Jones
■ Current Classification:	Water Agency Land Surveyor
■ Recommended Classification:	Water Agency Principal Land Surveyor

Based on a review of the PDQ and interviews with the incumbent and supervisor, the classification specification does not accurately reflect the level of duties performed by Jones. The incumbent’s PDQ indicates a higher level of duties performed than those listed on the current Water Agency Land Surveyor classification specification. The duties listed on the PDQ indicate more responsibility for managerial functions including a higher level of discretion and decision-making authority than those listed on the Water Agency Land Surveyor classification specification. Additionally, the Water Agency Land Surveyor classification specification is currently written to show first line supervision of the Right-of-Way Agents and the Engineering Technicians. However, the incumbent supervises the Licensed Land Surveyor, who supervises the Engineering Technicians. As such, this position is a second level supervisor responsible for management of the Land Survey Section within the Engineering and Resources Planning Division.

The Water Agency Land Surveyor classification specification shows that this position is represented by WCE-21, however this representation seems inappropriate for the management level duties performed by the incumbent and would be more appropriate as an unrepresented management classification. As such, CPS HR did not revise the existing represented classification to match the duties being performed by the incumbent; instead, CPS HR created a new classification specification for a Water Agency Principal Land Surveyor to match the level of duties performed by this incumbent. It is recommended that Sonoma County adopt the proposed new classification specification to better align with the duties being performed, and the required knowledge, skills, and abilities of the studied position.

V. Next Steps

This report outlines the classification study of one (1) Water Agency Land Surveyor position assigned to Sonoma Water. It is recommended that the County of Sonoma, Human Resources Department take the necessary steps to adopt the proposed new classification specification for the Water Agency

Principal Land Surveyor.

Should you have questions or concerns, please feel free to contact Karen Rodriguez at (916) 471-3348 or email krdriguez@cpshr.us at any time.

WATER AGENCY PRINCIPAL LAND SURVEYOR

Definition

Under general direction, plans, organizes, directs, supervises, and coordinates the work of professional and technical staff performing a wide variety of difficult field and office professional surveying work for the Sonoma County Water Agency; represents the Agency before official bodies, regulatory agencies, subcontractors, developers, and the general public in survey matters; and performs related duties as required.

Distinguishing Characteristics

This management-level classification exercises independent judgment on diverse and specialized duties with accountability and ongoing decision-making responsibilities associated with land surveying work. Incumbents perform administrative and management activities, meet with the public, and make independent land-related decisions. Incumbents spend a significant percentage of their time in the management of work performed in their section, as well as in providing professional expertise in the more complex assignments. This classification of Water Agency Principal Land Surveyor is distinguished from the Licensed Land Surveyor classification by the overall management responsibilities assigned.

Incumbents in this class must be licensed by the State of California and function as full working-level Licensed Land Surveyors. The Water Agency Principal Land Surveyor performs office and field duties requiring a thorough knowledge of mapping and survey standards, boundary and legal principles, and related laws.

This class is exempt from the Civil Service Ordinance of the County of Sonoma, as stated in Section 5 of Ordinance No. 305-A as amended.

Typical Duties

Duties may include but are not limited to the following:

Provides professional and technical level assistance and support for land related projects and/or issues affecting other Water Agency sections and departments. Either directly, or through subordinate supervisors, plans, organizes, directs, and manages the work of professional and technical staff performing a wide variety of difficult field and office professional surveying activities; consults with and provides technical assistance to the supervisory positions within the section; ensures a system of quality control and quality assurance practices are in place for all survey work performed by the section.

Manages, assigns, and directs the work of subordinate professional and technical staff; participates in the research, compilation, and verification of survey data; prepares contracts for consulting services; reviews completed reports, surveys, maps, descriptions, and plats prepared by

agency staff or consultants for completeness and conformance to agency standards and legal requirements.

Coordinates with the Water Agency's Sanitation Engineer concerning sewer applications. Reviews and approves easement agreements, legal descriptions and exhibits for sewer dedications and easements associated with private land development projects on behalf of the Sanitation Zones and Districts.

Creates, manages, maintains a system to provide the necessary information needed to populate, update and edit the Agency's GIS Right of Way layer with parcel information as it relates to the Agency's interest, or former interest, in easements or fee ownership of real property.

Trains, evaluates, disciplines, and recommends the selection of professional and technical staff; establishes performance standards; reviews performance evaluations and disciplinary recommendations made by subordinate supervisors; and ensures that Agency employment policies and procedures are consistently followed and that safe working conditions are maintained.

Recommends and procures technical and professional development/training.

Manages operational needs for the Survey section; procures necessary equipment and software; trains and instructs survey party members in the correct use of survey instruments; supervises for the adjustment, maintenance, repair, and care of survey instruments and tools.

Manages the section budget; prepares and submits budget recommendations for the section including projecting project costs, staffing needs, and anticipated expenditures; and monitors expenditures.

Tracks, documents, and reports status of project deliverables and tasks.

Prepares legal descriptions, maps, and exhibits for Water Agency projects; signs and seals maps, documents, reports, etc., as required under Sections §8700-8805 of the State of California Business and Professions Code (also referred to as the Professional Land Surveyor's Act).

Reviews construction plans and specifications to assure complete survey information for the purposes of construction surveying; reviews project contract documents and specifications for suitability and technical correctness as they relate to survey activities.

Represents the Water Agency at meetings and hearings of the Board of Directors, District Boards, and other groups or agencies; and participates in public hearings to present the Water Agency's position, provide information and clarification, and receive input from interested parties.

Participates in the development and implementation of goals, objectives, policies, and priorities for assigned services; identifies resource needs; recommends and implements policies and procedures, including standard operating procedures; confers with the higher-level management, subordinate supervisors, and/or consultants concerning progress; resolves and assists in the resolution of personnel and operational issues.

Responsible for implementation and adherence to Injury and Illness Prevention Program of survey unit; trains staff on safety elements and tracks training.

Performs related duties as assigned.

Knowledge and Abilities

Thorough knowledge of: the principles and practices of land surveying; State laws and local ordinances covering subdivisions and land development, and the preparation of various kinds of maps; instruments and equipment used in surveying; technical understanding of geodesy; principles, practices, procedures, legal requirements for property boundary determination and real property matters; engineering disciplines and construction practices; principles and practices of mathematics and plane trigonometry and their applications to land surveying; principles and practices of employee supervision, including work planning, assignment review and evaluation, discipline, and training; modern management principles and techniques to establish goals and objectives; program planning, implementation, and administration; budgetary practices and controls; and written and oral communication skills.

Working knowledge of: the principles and practices of effective supervision and management, including the planning and organization of work, and the selection and performance management of employees.

Ability to: interpret, apply, explain, and ensure compliance with applicable federal, state, and local policies, procedures, laws, and regulations, and agency policies and procedures; organize, implement, direct, and perform the most complex surveying activities; organize and prioritize a variety of projects in an effective and timely manner; prepare clear and concise reports, correspondence, procedures, and other written materials; use tact, initiative, independent judgment, and prudence within general policy, procedures, and legal guidelines; identify problems, research, and analyze relevant information, and develop and present recommendations and justification or solutions; identify deficiencies in processes and implement and recommend process improvements; coordinate survey-related activities with other departments, divisions, sections, and with outside agencies; establish goals and write quantifiable objectives; evaluate and coach subordinate staff to achieve goals and objectives; establish and maintain effective working relationships with those contacted in the course of work; represent the agency in meetings with other agencies, community groups, individuals, or organizations to advise and/or resolve differences; understand and accept differences in human behavior; effectively interact with all populations, such as individuals from diverse racial, ethnic, cultural, educational, generational, and/or socio-economic backgrounds; prepare and administer program budgets; allocate resources in a cost-effective manner.

Minimum Qualifications

Experience and Education: Any combination of experience and training which would provide an opportunity to acquire the knowledge and abilities listed. Normally, this would include six (6) years of increasingly responsible experience in land surveying or related engineering work; one of which

must include one year of lead or supervision experience.

Licenses:

Current registration as a Professional Land Surveyor in good standing with the State of California, Board for Professional Engineers, Land Surveyors, and Geologists.

AND

Possession of, or the ability to obtain, a valid State of California Class C Driver's License is required by date of hire and must be maintained throughout employment in this classification.