

**ORDINANCE NO. 1931**

**AN ORDINANCE AMENDING ORDINANCE NO. 1872 BY SETTING THE CITY OF TALLADEGA’S CLASSIFICATION PLAN AND AMENDING ORDINANCES 1614, 1835, 1845 TO PROVIDE REVISED JOB /POSITION DESCRIPTIONS FOR EMPLOYEES IN THE COMMUNITY APPEARANCE AND PUBLIC WORKS DEPARTMENTS**

**BE IT ORDAINED** by the City Council of the City of Talladega, Alabama as follows:

**SECTION 1.** The City’s Classification Plan shall be set forth by job title and grade for the Community Appearance and Public Works Departments as:

	Job Title	Department
<b>Grade 1</b>		
	No positions	
<b>Grade 2</b>		
	Litter Crew	Community Appearance
<b>Grade 3</b>		
	Labor Maintenance Worker 1	Community Appearance Public Works
<b>Grade 4</b>		
	Labor Maintenance Worker 2	Community Appearance Public Works
<b>Grade 5</b>		
	Administrative Coordinator	Public Works
	Administrative Assistant	Community Appearance
	Equipment Operator 1	Community Appearance Public Works
	Mechanic	Community Appearance
<b>Grade 6</b>		
	Crew Chief	Community Appearance
	Equipment Operator 2	Public Works
	Head Mechanic	Community Appearance
<b>Grade 7</b>		
	Community Appearance Supervisor	Community Appearance
	Public Works Supervisor	Public Works
<b>Grade 8</b>		
	No positions	
<b>Grade 9</b>		
	No positions	
<b>Grade 10</b>		
	No positions	
<b>Grade 11</b>		
	Director	Community Appearance
<b>Grade 12</b>		
	Director	Public Works

**SECTION 2.** The revised Job/Position Descriptions shall be set forth for the Community Appearance and Public Works Departments as follows:

**JOB DESCRIPTION  
LABOR MAINTENANCE - I**

Job Title:

Labor Maintenance - I

Department:

City-wide

FLSA:

Non – Exempt

Grade: 3

Safety Sensitive Job: Yes

Job Description Prepared: June 2017, amended April 2023

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this job and are not to be interpreted as being all-inclusive. The employee may be assigned other duties that are not specifically included.

Relationships

Reports to: Assigned Supervisor

Subordinate Staff: None

Other Internal Contacts: All Departments

External Contacts: General Public; Local Businesses

Job Summary

Under the supervision of the assigned supervisor, the employee performs routine manual tasks using a variety of tools as part of a labor and maintenance crew. The employee uses hand and power tools to accomplish assigned work; also drives light, crew cab trucks. The job requires compliance with safety measures. Employee may perform flagman duties, and routine mechanical servicing of small engines. This is an entry level position. This job classification is identified as safety-sensitive and is subject to pre-employment background check and random drug screens. This job description is written generically to meet requirements for several City departments. Duties listed are inclusive of several City departments and may not apply to a specific department.

Essential Functions

**ESSENTIAL FUNCTIONS:** The following list was developed through a job analysis; however, it is not exhaustive and other duties may be required and assigned. A person with a disability which is covered by the ADA must be able to perform the essential functions of the job unaided or with the assistance of reasonable accommodation.

**ESSENTIAL FUNCTION: Equipment and Tool Use. Utilizes equipment and tools in a safe and accurate manner to accomplish assigned work.**

1. Utilizes tools and equipment correctly and for the purposes as designed.
2. Operates a variety of hand tools, such as saws, rakes, axes, shovels, and sledgehammers, to perform manual labor.
3. Operates small engine power equipment, such as saws, drills, weed eaters, and chain saws to accomplish assigned tasks.
4. Drives and operates lawn mowers.
5. Utilizes designated personal protective equipment (PPE) and other safety measures.
6. Drives crew cab trucks and trucks used in spraying mosquitoes.
7. Cleans and maintains tools and equipment.
8. Returns tools and equipment for proper storage.
9. Reports malfunctioning or damaged tools and equipment.
10. Informs supervisor of supply needs.

**ESSENTIAL FUNCTION: Assigned Project Work and Tasks. Performs work as assigned to contribute to the operation of the department and required functions.**

1. Receives assignments; follows tasks as prioritized.
2. Directs traffic around or away from work sites and from the right-of-way where work is being performed.
3. Cuts grass.
4. Cleans out gutters and ditches.
5. Cleans out traps during and following rain or storms.
6. Forms and pours concrete for repairs to driveway access to roadways.
7. Paints curbs and streets.
8. Paints designated directions onto streets, such as with walkways.
9. Changes out traffic light bulbs; takes specific safety precautions.

- 10. Sprays for mosquitoes according to established schedule or as assigned.
- 11. Performs related tasks and work as assigned.

Knowledge, Skills and Abilities  
(\* Can be acquired on the job)

- 1. \*Knowledge of City and departmental rules, regulations, policies, and procedures.
- 2. \*Knowledge of the City road system and City property locations.
- 3. Knowledge of traffic rules and regulations.
- 4. Knowledge of the safe operation and maintenance of hand tools and equipment.
- 5. Knowledge of basic small engine maintenance.
- 6. Knowledge of safety rules including accident causation and prevention and worksite safety regulations.
- 7. Reading skills to understand, and interpret daily schedule, traffic signs, and other road signs.
- 8. Verbal skills to communicate effectively with supervisor, co-workers, and the public.
- 9. Writing skills to clearly and neatly complete routine forms records, and notes.
- 10. Math skills to perform basic calculations (add, subtract, multiply, divide).
- 11. Skills to listen and follow verbal instructions.
- 12. Skills and ability to operate various power and hand tools.
- 13. Ability to work well with co-workers.
- 14. Ability to work in all weather conditions and extremes.
- 15. Ability to climb on and crawl under culverts, gutters, and ditches.
- 16. Ability to lift and move objects greater than 50 lbs.
- 17. Ability and manual dexterity to safely operate various pieces of equipment.
- 18. Ability to follow written and oral instructions.
- 19. Ability to wear personal protective equipment (PPE).
- 20. Ability to drive throughout the City.

Minimum Qualifications

- 1. High School diploma or GED preferred.
- 2. One (1) year work experience in construction, maintenance, land scaping, mechanical servicing, or general labor; or any combination of education, training and experience that demonstrates the above listed knowledge, skills, and abilities commensurate with the requirements of this job.
- 3. Possess a current and valid driver’s license and be insurable.
- 4. Ability to work non-standard hours and respond to call-out during emergency situations.
- 5. Ability to work non-standard hours.
- 6. Ability to travel throughout the City.
- 7. Ability to pass a background check and random drug screens.

Physical Demands

The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 lbs., crouching, or crawling in restricted areas, and defending oneself or others from physical attack.

Work Environment

The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme weather conditions, subject to physical attack or mob conditions, or similar situations where conditions cannot be controlled.

**JOB DESCRIPTION**

Job Title:                   Mechanic

Department:               Community Appearance

FLSA:Non – Exempt

Grade: 5

Safety Sensitive Job: Yes

Security Sensitive Job: No

Job Description Prepared:

June 2017, amended April 2023

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this job and are not to be interpreted as being all-inclusive. The employee may be assigned other duties that are not specifically included.

Relationships

Reports to:Head Mechanic; Director, Community Appearance

Subordinate Staff:None

Other Internal Contacts:All City Departments

External Contacts:Vendors; Suppliers

Job Summary

Under the general supervision of the Head Mechanic or Community Appearance Director, the employee performs skilled mechanical duties at the journeyman level in the maintenance and repair of all types of automotive, construction, and special purpose vehicles used by the City. The employee diagnoses mechanical problems and performs skilled tasks in mechanical repair and maintenance of gasoline and diesel powered automotive and heavy equipment using standard practices and equipment of the trade. Employees use independent judgment in diagnosing equipment problems after receiving oral instructions from supervisor. The type of mechanical work performed ranges from simple preventative to complete teardown and rebuild of major components. The employee locates and orders replacement parts; performs hydraulic repairs and other activities as required. The employee also maintains records of repair and maintenance work. The supervisor may check work during repair or test running conditions after work is completed. This job classification is identified as safety-sensitive and is subject to a pre-employment background check and random drug screens.

Essential Functions

**ESSENTIAL FUNCTIONS:** The following list was developed through a job analysis; however, it is not exhaustive and other duties may be required and assigned. A person with a disability which is covered by the ADA must be able to perform the essential functions of the job unaided or with the assistance of reasonable accommodation.

**ESSENTIAL FUNCTION: Heavy Equipment Maintenance and Repair.** Performs general service and/or preventive maintenance on various makes and models of heavy equipment following departmental policies, manufacturer's specifications, manuals, and safety guidelines to ensure equipment is in good working condition, is safe to operate, and to prevent mechanical breakdowns of equipment.

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1.

Performs general diagnostic, overhaul, and repair work on light, medium, and heavy trucks, gasoline and diesel motors, and allied equipment.
2.

Discusses equipment/vehicle malfunctions with operator/driver.
3.

Analyzes, diagnoses and tunes diesel engines including testing, repair and replacement of defective parts or entire assemblies on heavy equipment and other diesels.
4.

Uses a variety of hand and power tools to perform various repair procedures.
5.

Removes, disassembles, and rebuilds major units such as engines, transmissions, and differentials; inspects parts for wear.
6.

Repairs or replaces parts such as pistons, rods, gears, and bearings.
7.

Overhauls or replaces carburetors, generators, radiators, alternators, starters, distributors, and pumps.
8.

Rewires ignition systems, lights, and instrument panels.
9.

Repairs and replaces hydraulic lines.
11.

Disassembles, repairs, and replaces hydraulic pumps.
12.

Disassembles, replaces, and repairs hydraulic cylinders, controls, and valves.

13. Replaces switchers, lights, starters, generators, water pumps and other equipment components.
14. Replaces and adjusts headlights and installs or repairs accessories such as air conditioners, heaters, mirrors, and wipers.
15. Replaces or repairs major components, attachments or implements such as blades, tracks, compressors booms, etc.
16. Tests overhauled equipment to ensure operation efficiency.
17. Researches and orders necessary parts for repair work.
18. Drives service truck to job site for service calls to diagnose equipment problems.
19. Performs thorough safety inspection of equipment and repair site to ensure all repairs can be conducted safely.
20. Performs diesel/heavy equipment repairs on job sites as required.
21. Performs routine safety and maintenance checks before and after using the service vehicle.
22. Performs additional repairs and maintenance as needed.

**ESSENTIAL FUNCTION: Vehicle Maintenance and Repair. Performs general service and/or preventive maintenance on various makes and models of City vehicles following departmental policies, manufacturer's specifications, manuals and safety guidelines.**

1. Inspects, adjusts, and replaces necessary units and related automobile parts including computers, valves, pistons, connecting rods, piston rings, main bearings, and the components of cooling, fueling, exhaust systems, and electrical systems.
2. Performs routine maintenance on City vehicles including changing oil, checking tires, checking fluids, and light and warning devices.
3. Analyzes and repairs vehicle engines.
4. Installs and maintains heating and cooling units on City vehicles.
5. Performs repairs on ignition systems, and transmissions.
6. Replaces and adjusts wind shield wipers and headlights.
7. Inspects and repairs wheel hubs, rotors and bearings.
8. Installs radios.
9. Performs electrical repairs, replaces tail and headlight switches, signal lights, bulbs and switches, alternators, and switches.
10. Test, install and replace batteries.

**ESSENTIAL FUNCTION: General Operations. Performs maintenance activities to ensure repairs are made in the most efficient and effective manner.**

1. Performs maintenance and repair on small engine tools and equipment.
2. Contacts equipment manufacturers to service equipment when repairs cannot be performed in the shop on small equipment.
3. Completes work orders in a neat fashion and in a timely manner.
4. Keeps records of repair and maintenance costs.
5. Helps clean and maintain orderly working areas in the City garage; responsible for cleaning, preserving, and safeguarding mechanical tools and equipment utilized in the work.
6. Arranges to have vehicles/equipment towed or transported to shop when repairs cannot be completed in the field.
7. Performs other related duties as assigned.

**Knowledge, Skills and Abilities**  
(\* Can be acquired on the job)

\*Knowledge of City rules, regulations, policies, and procedures.

1. \*Knowledge of City road systems.
2. Knowledge of the safe operation of various types of heavy equipment.
3. Knowledge of traffic regulations.
4. Knowledge of automotive and heavy equipment maintenance, malfunction diagnostics and repair.
5. Knowledge of troubleshooting methods and techniques.
6. Knowledge of transmissions and hydraulics.
7. Knowledge of safety rules including accident causation and prevention and worksite safety regulations.
8. Reading skills to understand operator/maintenance manuals, directives, procedures, and instructions.

9. Verbal skills to communicate effectively with supervisor and co-workers.
10. Writing skills to clearly and neatly complete routine forms and records.
11. Math skills to perform basic calculations (add, subtract, multiply, divide).
12. Skills in the use of hand and machine tools and equipment used in automotive and heavy equipment repair.
13. Skills in the use of major items of electronic and mechanical shop equipment and machinery.
14. Skills in analyzing and diagnosing problems in automotive and heavy construction equipment and determining necessary repairs.
15. Ability to understand and carry out complex oral and written instructions, and to follow technical repair manuals and diagrams; ability to use dynamometer and diagnostic equipment.
16. Ability to use measuring instruments and to read equipment gauges.
17. Ability to read and understand technical manuals and drawings.
18. Ability to work well with co-workers.
19. Ability to work independently with little or no supervision.
20. Ability to work under extreme weather conditions.
21. Ability to move/lift objects greater than 50 lbs.
22. Ability to wear and utilize safety equipment, as required.
23. Ability to drive and safely operate equipment.

### Minimum Qualifications

1. Possess high school diploma/GED.
2. Three (3) years of work experience in vehicle and heavy equipment maintenance (diesel and gasoline) with at least one (1) year experience with small engine repair; or any combination of education, training and experience that demonstrates the above listed knowledge, skills, and abilities commensurate with the requirements of this job.
3. Possess a current and valid driver's license and be insurable; appropriate class CDL is preferred.
4. Ability to obtain ASE certifications in automotive and/or diesel mechanics.
5. Ability to work overtime, weekends, or emergencies as needed.
6. Ability to travel throughout the City.
7. Ability to pass a pre-employment background check and random drug screens.

## Physical Demands

The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 lbs., crouching, or crawling in restricted areas.

## Work Environment

The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme weather conditions, or similar situations where conditions cannot be controlled.

## JOB DESCRIPTION

Job Title: Head Mechanic

Department: Community Appearance

FLSA: Non-Exempt

Grade: 6

Safety Sensitive Job: Yes

Security Sensitive Job: No

Job Description Prepared: June 2017, amended April 2023

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this job and are not to be interpreted as being all-inclusive. The employee may be assigned other duties that are not specifically included.

### Relationships

Reports to:	Director, Community Appearance
Subordinate Staff:	Mechanics
Other Internal Contacts:	All City Departments
External Contacts:	Vehicle Repair Shops; Parts Houses; Vendors; Contractors; Suppliers

### Job Summary

Under the general supervision of the Community Appearance Director, this employee provides skilled mechanic duties at the journeyman level, general servicing, and preventive maintenance of City vehicles. The employee works on a wide variety of vehicles and engines including heavy construction equipment. Employee exercises independent judgement on determining work needed. The employee performs repairs on vehicles and occasionally sends vehicles to repair shops for major or specialized repairs and tires. The employee supervises to include assigning and delegating work to mechanics. Employee also assists in performing street maintenance and repair, drives and operates heavy equipment, and performs basic maintenance in the shop and other City buildings. Work is performed in accordance with established rules, regulations, and instructions, and work is reviewed upon completion. This job classification is identified as safety-sensitive and is subject to a pre-employment background check and random drug screens.

### Essential Functions

**ESSENTIAL FUNCTIONS:** The following list was developed through a job analysis; however, it is not exhaustive and other duties may be required and assigned. A person with a disability which is covered by the ADA must be able to perform the essential functions of the job unaided or with the assistance of a reasonable accommodation.

**ESSENTIAL FUNCTION: Management and Supervision. Performs oversight duties to include establishing work priorities, ensuring duties are completed and making recommendations.**

1. Establishes work priorities daily; communicates expectations daily.
2. Ensures work is completed accurately and in a timely manner.
3. Provides oversight of all mechanic work performed in the shop.
4. Maintains appropriate inventory of supplies, parts, equipment, servicing, and maintenance supplies. Orders items and replacement parts as needed.
5. Makes recommendations and provides input regarding the shop budget.
6. Investigates sources for the best costs for supplies and equipment; works with the Purchasing Department.
7. Performs services within approved budget.
8. Maintains work, maintenance, and repair records for each vehicle.
9. Receives service and repair requests; communicates with City employees.
10. Prioritizes mechanic work; makes work assignments.
11. Ensures necessary tools and equipment are available; ensures that tools and equipment are cleaned and stored appropriately.
12. Accounts for City-owned and provided tools and equipment.
13. Manages an inventory control system in coordination with Administrative Coordinator.
14. Ensures the mechanics shop is orderly and organized in a functional manner.
15. Participates in hiring processes for mechanics.
16. Trains and provides supervision of subordinate employees.
17. Corrects faulty work; discusses with mechanics.
18. Performs disciplinary actions in accordance with City policies and procedures specifically, issuing corrections, conducting performance counseling, and issuing verbal and written reprimands.
19. Ensures safety measures and personal protective equipment (PPE) are consistently utilized by individuals working in the mechanic shop.
20. Ensures subordinate employees obtain and maintain required credentials appropriate to the type of work conducted (i.e., CDL, ASE certification, A/C Refrigerant Handler, etc.).

**ESSENTIAL FUNCTION: Heavy Equipment Maintenance and Repair. Performs general service and/or preventive maintenance on various makes and models of heavy equipment following departmental policies, manufacturer's specifications, manuals, and safety guidelines to ensure**

**equipment is in good working condition, is safe to operate, and to prevent mechanical breakdowns of equipment.**

Serves as a technical reference point and resource for work performed in the mechanic shop.

1. Determines the need to seek support for repairs with specialty mechanics, body, or tire shops.
2. Performs general diagnostic, overhaul, and repair work on light, medium, and heavy trucks, gasoline and diesel motors, and allied equipment.
3. Discusses equipment/vehicle malfunctions with operator/driver.
4. Analyzes, diagnoses and tunes diesel engines including testing, repair and replacement of defective parts or entire assemblies on heavy equipment and other diesels.
5. Uses a variety of hand and power tools to perform various repair procedures.
6. Removes, disassembles, and rebuilds major units such as engines, transmissions, and differentials; inspects parts for wear.
7. Repairs or replaces parts such as pistons, rods, gears and bearings.
8. Overhauls or replaces carburetors, generators, radiators, alternators, starters, distributors, and pumps.
9. Rewires ignition systems, lights, and instrument panels.
10. Repairs and replaces hydraulic lines.
11. Disassembles, repairs, and replaces hydraulic pumps, cylinders, controls, and valves.
12. Replaces switches, lights, starters, generators, water pumps and other equipment components.
13. Replaces and adjusts headlights and installs or repairs accessories such as air conditioners, heaters, mirrors, and wipers.
14. Replaces or repairs major components, attachments or implements such as blades, tracks, compressors booms, etc.
15. Tests overhauled equipment to ensure operation efficiency.
16. Research and orders necessary parts for repair work.
17. Drives service truck to job site for service calls to diagnose equipment problems.
18. Performs thorough safety inspection of equipment and repair site to ensure all repairs can be conducted safely.
19. Performs diesel/heavy equipment repairs on job sites as required.
20. Performs routine safety and maintenance checks before and after using the service vehicle.
21. Performs additional repairs and maintenance as needed.

**ESSENTIAL FUNCTION: Vehicle Maintenance and Repair. Performs general service and/or preventive maintenance on various makes and models of City vehicles following departmental policies, manufacturer's specifications, manuals and safety guidelines.**

1. Inspects, adjusts, and replaces necessary units and related automobile parts including computers, valves, pistons, connecting rods, piston rings, main bearings, and the components of cooling, fueling, exhaust systems, and electrical systems.
2. Performs routine maintenance on City vehicles including changing oil, checking tires, checking fluids, and light and warning devices.
3. Analyzes and repairs vehicle engines.
4. Installs and maintains heating and cooling units on City vehicles.
5. Performs repairs on ignition systems and transmissions.
6. Replaces and adjusts wind shield wipers and headlights.
7. Inspects and repairs wheel hubs, rotors, and bearings.
8. Installs radios.
9. Performs electrical repairs, replaces tail and headlight switches, signal lights, bulbs and switches, alternators and switches.
10. Tests, installs, and replaces batteries.

**ESSENTIAL FUNCTION: Heavy Equipment Operation. Drives and operates heavy equipment to support departmental work, emergency operations, and test equipment.**

1. Drives and operates all heavy equipment to assist with and support the work of the Community Appearance department.
2. Responds to emergency call out in the event of emergencies, weather disasters, and other extreme circumstances.
3. Drives and operates each piece of heavy equipment to assess its operation and analyze mechanical needs.
4. Responds to road-side breakdowns to assess and intervene as necessary.

**ESSENTIAL FUNCTION: General Operations. Performs maintenance activities to ensure proper repairs are made in the most efficient and effective manner.**



1. Performs maintenance and repair on small engine tools and equipment.
2. Contacts equipment manufacturers to service equipment when repairs cannot be performed in the shop.
3. Prepares and completes work orders in a neat and timely manner.
4. Maintains service records and maintenance costs.
5. Manages the cleaning and maintenance of the work areas in the City garage; ensures mechanical tools and equipment are cleaned, preserved, and safeguarded.
6. Arranges to have disabled vehicles/equipment towed or transported to the City garage when repairs cannot be completed in the field.
7. Performs other job-related duties as required.

#### Knowledge, Skills and Abilities

(\* Can be acquired on the job)

1. \*Knowledge of City rules, regulations, policies and procedures.
2. \*Knowledge of City road systems and locations.
3. Knowledge of the safe operation of various types of heavy equipment.
4. Knowledge of traffic regulations.
5. Knowledge of automotive and heavy equipment maintenance, malfunction diagnostics and repair.
6. Knowledge of troubleshooting methods and techniques.
7. Knowledge of transmissions and hydraulics.
8. Knowledge of safety rules including accident causation and prevention and worksite safety regulations.
9. Reading skills to understand operator/maintenance manuals, directives, procedures, and instructions.
10. Verbal skills to communicate effectively with the department director, City employees, and subordinate employees.
11. Skills to supervise subordinate employees in an effective manner.
12. Writing skills to clearly and neatly complete routine forms and records.
13. Math skills to perform basic measurements and calculations (add, subtract, multiply, divide).
14. Skills in the use of hand and machine tools and equipment used in automotive and heavy equipment repair.
15. Skills in the use of major items of electronic and mechanical shop equipment and machinery.
16. Skills in analyzing and diagnosing problems in automotive and heavy construction equipment and determining necessary repairs.
17. Ability to plan and organize work; ability to establish priorities for self and subordinate employees.
18. Ability to work and operate the mechanic shop within established budget.
19. Ability to understand and carry out complex oral and written instructions, and to follow technical repair manuals and diagrams; ability to use dynamometer and diagnostic equipment.
20. Ability to use measuring instruments and to read equipment gauges.
21. Ability to read and understand technical manuals and drawings.
22. Ability to work well with City employees.
23. Ability to work independently without supervision.
24. Ability to work under extreme weather conditions.
25. Ability to move/lift objects greater than 50 lbs.
26. Ability to wear and utilize safety equipment, as required.
27. Ability to drive and safely operate a variety of vehicles and heavy equipment.

#### Minimum Qualifications

1. Possess a high school diploma or GED; classes in automotive mechanics are preferred.
2. Ten (10) years of work experience in vehicle and heavy equipment maintenance (diesel and gasoline) with at least one (1) year experience with small engine repair; or any combination of education, training and experience that demonstrates the above listed knowledge, skills, and abilities commensurate with the requirements of this job.
3. Previous work experience supervising employees and managing projects.

4. Possess a current and valid Class B CDL or ability to obtain and be insurable.
5. Ability to work overtime, weekends, or emergencies as needed.
6. Ability to pass a pre-employment background check and random drug screens.

#### Physical Demands

The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 lbs., crouching, or crawling in restricted areas, and defending oneself or others from physical attack.

#### Work Environment

The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme weather conditions, subject to physical attack or mob conditions, or similar situations where conditions cannot be controlled.

**SECTION 3.** All parts of Ordinances 1614, 1835, 1845 and 1872 and any other ordinances relating to the job-position descriptions for employees in the Community Appearance and Public Works Departments in conflict herewith are hereby amended.

**SECTION 4.** All sections of this ordinance are hereby declared to be severable, and if any word, phrase, clause, sentence, paragraph, or section of this ordinance shall be declared unconstitutional or invalid by the judgment or decree of any court of competent jurisdiction, such unconstitutionality or invalidity shall not affect any of the remaining words, phrases, clauses, sentences, paragraphs, and sections of this ordinance.

**SECTION 5.** This ordinance shall take effect from and after the date of its adoption and publication, as provided by law.

**ADOPTED and APPROVED** this the 12<sup>th</sup> day of June, 2023.

Council President Pro-Tem Betty Spratlin  
Council Member Vickey Hall  
Councilman Joe Power  
Councilman Trae Williams  
City Manager Seddrick Hill  
Attested to: Joanna Medlen, City Clerk