General Statement of Duties

Performs supervisory work over employees engaged in the collection of delinquent taxes and coordinating the seizure and sale of assets and enforcing compliance of tax ordinances and laws.

Distinguishing Characteristics

The following characteristics distinguishes the classifications within the Tax Compliance Series:

The Tax Compliance Agent I is responsible for performing entry to intermediate level work collecting taxes from delinquent taxpayers, while gaining the experience to operate independently and at the full performance level.

The Tax Compliance Agent II is responsible for performing full performance, independent, and complex work collecting taxes form delinquent taxpayers.

The Tax Compliance Specialist is responsible for performing specialized tax collection work involving the service of distraint warrants and coordinating the seizure and sale of property to pay tax liens.

The Tax Compliance Supervisor is responsible for overseeing the work of Tax Compliance Agents and other administrative and support staff engaged in the processing of tax payments.

Guidelines, Difficulty and Decision-Making Level

Guidelines are in the form of stated objectives for the section, unit, function, or project.

Work assignment is generally unstructured, and employee is responsible for assigning and supervising a variety of functions to achieve the objectives of the section, unit, or project. Duties performed involve weighing and evaluating factors requiring judgment, analytical ability, and problem solving.

Employee is responsible for simultaneous coordination and supervision of several functions, programs, or projects in various stages of completion.

Level of Supervision Received & Quality Review

Under administrative supervision, the employee has personal accountability for carrying out an assigned function, program, or project within the scope of established guidelines and objectives and is expected to resolve problems that arise in the normal course of the work. Completed work is generally reviewed for soundness of judgment, conclusion, adequacy, and conformance to policy.

Interpersonal Communication & Purpose

Contacts are of a non-prescribed nature involving the negotiation and resolution of problems and where exceptional degrees of discretion, judgment, and specialized knowledge are required in carrying out the programs and policies of an organization.

Level of Supervision Exercised

Supervises two or more Tax Collection Agents, and other administrative or support staff that do not supervise.
**Essential Duties**

Supervises employees engaged in the collection of delinquent taxes and enforcing compliance of tax ordinances and laws.

Works with stakeholders both internal and external to the city to ensure the payment of taxes and enforce the compliance of tax ordinances and laws.

Develops or modifies work plans, methods, and procedures, determines work priorities, and develops work schedules to provide adequate staff coverage. Provides work instruction, assists employees with difficult and/or unusual assignments, and encourages innovation. Assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.

Conducts hiring interviews and selects candidate(s) for job opening(s).

Resolves problems encountered during daily operations, determines appropriate solutions, and promotes teamwork. Encourages regular communication and informs staff of relevant business issues and their impact on the organization.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Documents causes for disciplinary action, initiates letters of reprimand, and makes formal recommendations for disciplinary action. Responds to formal and informal employee grievances and prepares written responses.

Recommends improved tax collecting strategies/techniques and assists in the revisions of applicable ordinances and regulations.

Addresses problems, answers questions, and responds to complaints from the public, city officials, and other city agencies.

Attends meeting to coordinate work with other agencies and/or departments and resolve problems specifically related to the supervised function.

Performs special projects as assigned.

Performs other related duties as assigned or requested.

*Any one position may not include all duties listed above; however, the allocation of positions will be determined by the amount of time spent performing the essential duties listed above.*

**Competencies**

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Influencing - Collaborates with, persuades and influences others.

Reading - Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.
Reasoning - Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

Writing - Writes in a clear, concise, organized, and convincing manner for the intended audience.

**Knowledge & Skills**

Knowledge of safety practices and precautions sufficient to be able to supervise, train, and provide safety instructions to employees and others and to recognize and correct hazardous situations.

Knowledge of city ordinances and state laws sufficient to be able to enforce compliance relating to the payment of taxes.

**Education Requirement**

Associate’s Degree in Business Administration, Accounting, or a related field of study.

**Experience Requirement**

Three (3) years of technical level experience collecting delinquent taxes and enforcing compliance of tax ordinances and laws.

**Education & Experience Equivalency**

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

**Licensure & Certification**

Requires a driver’s license at the time of application.

Licenses and certifications must be kept current as a condition of employment.

**Working Environment**

Pressure due to multiple calls and inquiries.
Subject to many interruptions.
Subject to varying and unpredictable situations.

**Level of Physical Demand**

1-Sedentary (0-10 lbs.)

**Physical Demands**

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Sitting: remaining in the normal seated position.
Carrying: transporting an object, usually by hand, arm, or shoulder.
Balancing: maintaining body equilibrium to prevent failing over.
Talking: expressing or exchanging ideas by means of spoken words.
Hearing: perceiving the nature of sounds by the ear.
Reaching: extending the hand(s) and arm(s) in any direction.
Handling: seizing, holding, grasping, or otherwise working with hand(s).
Fingering: picking, pinching, or otherwise working with fingers.
Near Acuity: ability to see clearly at 20 inches or less.
Accommodation: ability to adjust vision to bring objects into focus.
Depth Perception: ability to judge distances and space relationships.
Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

### Background Check Requirement

- Criminal Check
- Employment Verification
- By position, Motor Vehicle Record

### Assessment Requirement

Professional Supervisor

### Probation Period

Six (6) months.

### Class Detail

- **FLSA Code:** Y
- **Management Level:** 7
- **Established Date:** 09/16/1995
- **Revised Date:** 12/31/2018
- **Revised By:** John Hoffman
- **Class History:** 12/31/2018 – This classification was completely revised as part of the Tax Technician Study 2018. Formerly known as the Tax Revenue Agent Supervisor.