



Office of Human Resources  
City Inspector Supervisor – CN1855  
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### General Statement of Duties

Performs supervisory duties over employees who perform inspection and enforcement work to ensure compliance with City standards and ordinances.

### Distinguishing Characteristics

The City Inspector Supervisor is distinguished from the City Inspector III who performs full performance level inspection and enforcement work on complex inspections, ensures and enforces compliance with City standards and ordinances, and investigates citizen complaints regarding violations. It is also distinguished from the Business License Inspector who performs intermediate level investigation, and enforcement work to ensure compliance with federal, state, and municipal codes, rules, and regulations relating to marijuana, liquor, food establishments and various other regulated businesses.

### Essential Duties

Supervises inspectors engaged in the enforcement and inspection work to ensure compliance of City standards and ordinances with regard to engineering standards, business licenses, solid waste and zoning ordinances specific to land use.

Serves as the subject matter expert in the specialized inspection area and handles difficult or escalated inspections or citizen complaints which require a high-level understanding of the various codes and ordinances being enforced.

Reviews, develops or modifies work plans, methods and procedures, determines work priorities and develops work schedules to provide adequate staff coverage. Provides work instruction and assists employees with difficult and/or unusual assignments; 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 and mediates conflicts encountered during daily operations and determines appropriate solutions; promotes teamwork. Encourages regular communication, 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. Ensures quality, effectiveness, and efficiency of unit activities and safety measures.

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

Performs other related duties as assigned.

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

**Competencies**

Decision Making – Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative in order to make a determination, draw conclusions, or solve a problem.

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 and applies what is learned from written material to specific situations.

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

Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

**Knowledge & Skills**

Knowledge of the principles and practices of inspection work sufficient to be able to monitor and enforce compliance and issue permits.

Skill in conducting investigations to ensure compliance with applicable rules and regulations.

**Level of Supervision Exercised**

Supervises two or more inspectors who do not supervise.

**Education Requirement**

Graduate from high school or possession of a GED, HiSET or TASC Certificate.

**Experience Requirement**

Five (5) years' experience performing complex and specialized inspections to ensure compliance with standards or ordinances.

**Education and Experience Equivalency**

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

**Licensure and/or Certification**

This job requires driving. Requires a valid Driver's License at the time of application.

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

**Working Environment**

Potential exposure to cement dust.

Potential exposure to dust.

Potential exposure to temperature changes: variations in temperature from hot to cold.

Noise: sufficient noise to cause distraction.

Occasional pressure due to multiple calls and inquiries.

Personal Safety: aware of surroundings, people, and events.

Pressure due to multiple calls and inquiries.  
Subject to injury from moving parts or equipment.  
Subject to many interruptions.  
Subject to pressure for multiple calls, inquiries, and interruptions.  
Subject to varying and unpredictable situations.  
Temperature Changes: Variations in temperature from hot to cold when works in the field.

### **Level of Physical Demands**

3-Medium (20 - 50 lbs.)

### **Physical Demands**

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

Carrying: Transporting or moving an object.  
Color vision: Ability to distinguish and identify different colors.  
Eye/Hand/Foot Coordination: Performing work through using two or more body parts or other devices.  
Field of Vision: Ability to sharply detect or perceive objects peripherally.  
Fingering: Picking and pinching, through use of fingers or otherwise.  
Handling: Seizing, holding, grasping, through use of hands, fingers, or other means.  
Hearing: Perceiving and comprehending the nature and direction of sounds.  
Kneeling: Assuming a lowered position.  
Lifting: Moving objects weighing no more than 50 pounds from one level to another.  
Neck Flexion: Perceiving objects located above or below.  
Reaching: Extending the hands and arms or other device in any direction.  
Repetitive motions: Making frequent or continuous movements.  
Sitting: Remaining in a stationary position.  
Standing: Remaining in a stationary position.  
Talking: Communicating ideas or exchanging information.  
Typing: Ability to enter words at a speed of minimum 30 wpm.  
Vision Far Acuity: Ability to perceive or detect objects clearly at 20 feet or more.  
Vision Near Acuity: Ability to perceive or detect objects at 20 inches or less.  
Walking: Ability to move or traverse from one location to another.  
Written Comprehension: Ability to discern the meaning of written words.

### **Background Check Requirement**

Criminal Check  
Employment Verification  
Motor Vehicle Record

### **Assessment Requirement**

Labor and Trades Supervisor

### **Probation Period**

Six (6) months.

**Class Detail**

**Pay Grade: N-810**

**FLSA Code: Y**

**Established Date: 09/21/2018**

**Established By: LS**

**Revised Date: 05/05/2020**

**Revised By: AD**

**Class History: Changed title from Chief Inspector as part of the Inspector Study.**