



**Park City Transit Department**

**Equal Employment Opportunity Plan**

**Updated 2020**

**As of June 30, 2020**

**Park City Transit Department  
Equal Employment Opportunity Plan 2020**

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## **PREFACE**

This document constitutes the 2020 Equal Employment Opportunity Plan (EEOP) for the Park City Transit Department (PCTD) and reflects PCTD's commitment to equal employment opportunities and affirmative action.

The plan has been prepared in accordance with FTA guidelines outlined in UMTA C 4704.1. Any goals PCTA has established are not intended as rigid, inflexible quotas, but rather as targets that are reasonably attainable by implementing this plan and applying good faith efforts.

Neither the implementation of goals and timetables in this EEOP, nor the effect of such goals and timetables, are intended to discriminate against any individual or group of individuals with respect to any employment opportunity for which an individual or group is not the beneficiary of affirmative action themselves.

No part of this EEOP is intended to sanction the discriminatory treatment of any person or group of persons, Nothing contained in this plan or in the supporting data to this plan should be construed as an admission by the PCTD in whole or in part that the PCTD has contravened any federal, state, and/or local employment practice laws, guidelines, or mandates.

Furthermore, nothing contained in this plan, nor in the supporting data that accompanies this plan, is intended to grant any person or group of persons' contractual rights of any kind or nature, nor should this plan and the supporting data be construed as an expressed or implied contract of employment with PCTD for any individual or group of individuals.



## PARK CITY TRANSIT DEPARTMENT

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The **Park City Transit Department (PCTD)** is an Equal Employment Opportunity (EEO) employer. As such, it is the policy and practice of the PCTD that:

- A. No person shall be discriminated against in recruitment, selection, transfer, promotion, compensation, termination, and/or terms and conditions of employment because of his or her race, color, religion, national origin, gender, gender identity, age, physical or mental disability and/or veteran status;
- B. The PCTD is committed to an Equal Employment Opportunity Plan as defined by the FTA (UMTA C 4704.1 Ch. III), including the establishment of goals and timetables, that establishes the PCTD's policies and practices regarding the PCTD's EEO Action Plan and that reflects additional actions and employment practices, which ensure that discrimination of any kind, real or perceived, is eliminated from the PCTD culture;
- C. The responsibility for the implementation of PCTD's EEO Plan and EEO Action Plan is assigned to Sarah Pearce, Deputy City Manager and PCTD's EEO Officer, Sarah.pearce@parkcity.org.;
- D. All management/supervisory personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved;
- E. All applicants and employees have the right to file complaints alleging discrimination with the appropriate official(s);
- F. PCTD strictly prohibits and will not tolerate any retaliation against an individual who files a charge or complaint of discrimination;
- G. PCTD is committed to provide reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

- H. Performance specifically related to contributions to the success of PCTD's EEO Plan by managers, supervisors, etc. will be evaluated the same way as their performance on other PCTD goals is evaluated;
- I. Successful achievement of EEO goals will provide benefits to the PCTD through fuller utilization and development of previously underutilized human resources; and
- J. Goals and objectives have been established to implement efforts which will help correct any underutilization of persons in PCTD's workforce that may exist and to further advance the PCTD's ongoing commitment and practice to ensure that all barriers to Equal Employment Opportunity, real or perceived, are removed.

The PCTD will effectively comply with Title VI and Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Executive Orders numbers 11246, 11375, and 11625, and all other applicable laws, codes and regulations.

Furthermore, the PCTD desires not merely to refrain from employment discrimination practices of any kind or type as required by federal and state laws, but proactively to take positive actions to more fully realize Equal Employment Opportunity. To accomplish this, I reaffirm my commitment to these goals.

Kim Fjeldsted, Transit Manager  
Park City Transit Department

# About Us

Park City Transit has provided fare-free public transportation in the Park City, UT area since 1975. Today, Park City Transit's 12 bus routes, 150 full-time and seasonal operators, and 50 vehicles help transport residents, visitors, festival-goers, and employees alike year-round. With 13 zero-emission electric buses and other industry-leading technology in our fleet, Park City Transit's 2.8 million annual riders can sit back and relax while knowing they're doing their part to reduce emissions and roadway congestion.



## ESTABLISHING AN EEO ACTION PLAN

The long-range goal of the PCTD's EEO Plan is to achieve a department workforce at all job levels in which minorities and women are represented in proportion to their representation in the "applicable labor market." The PCTD identifies its "applicable labor market" as those areas surrounding Park City, Utah that currently make up the workforce of the transit department.

These areas are identified as:

Summit County, Utah (40% of workforce)

Wasatch County, Utah (26% of workforce)

Salt Lake County, Utah (14% of workforce)

In order to achieve its long-range goal, the PCTD will continue to advocate the hiring and utilization of minorities and women at rates reasonably proportional to their corresponding rates of availability in the "applicable labor market".

As an employer whose workforce size fluctuates throughout the year based on seasonal labor needs and public utilization of its services, the PCTD recruits year-round to minimize labor shortage problems in the Winter Season (November through April) and less so, but equally important, in the Summer Season (June through Labor Day). More specific information related to the department's current workforce, as well as to the PCTD's "applicable labor market", may be found in an attached Appendix to this plan.

### Workforce Utilization Analysis

The attached Appendix to this Equal Employment Opportunity Plan 2020 sets forth a detailed and comprehensive PCTD workforce utilization analysis. The attached analysis provides the following data and information:

1. List of all current PCTD employees as of June 30, 2020 delineated by:
  - a. Census 2010 Occupational Category [Source for Category Designations: US Census Bureau, Housing & Household Economic Statistics Division (Last Revised: 2017) - Census 2010 Special EEO Tabulation: EEO-4 Job Category Titles for the Special EEO File]
  - b. Number of PCTD employees in each Census 2010 Occupational Category.
  - c. Number of PCTD employees in each occupational category by county of residence (Summit, Wasatch, or Salt Lake, Utah), delineated further by both gender and by race.
2. Roster of current PCTD employees as of June 30, 2020 delineated by:

- a. Position Title
- b. EEO-4 Job Category
- c. County of Residence
- d. Ethnic Code
- e. Gender
- f. Work Status or Classification

3. Available workforce analysis by county: available labor force within Summit County, UT by: Census 2010 Occupational Category, Gender and Race [Source: U S Census Bureau, Housing & Household Economic Statistics Division (Last Revised: 2017) - Census 2010 Special EEO Tabulation: EEO-4 Job Category Titles the Special EEO File]

- a. Available labor force within Wasatch County by: Census 2010 Occupational Category, Gender and Race [Source: U S Census Bureau, Housing & Household Economic Statistics Division (Last Revised' 2017 -Census 2010 Special EEO Tabulation: EEO-4 Job Category Titles for the Special EEO File]
- b. Available Labor Force within Salt Lake County by: Census 2010 Occupational Category, Gender and Race [Source: U S Census Bureau, Housing & Household Economic Statistics Division (Last Revised' 2017) -Census 2010 Special EEO Tabulation: EEO-4 Job Category Titles for the Special EEO File]
- c. Available Labor Force representing the Park City Transit Department combined workforce pool (40% Summit, 26% Wasatch, 14% Salt Lake) by: Census 2010 Occupational Category, Gender and Race [Source: U S Census Bureau, Housing & Household Economic Statistics Division (Last Revised' 2017) - Census 2010 Special EEO Tabulation: EEO-4 Job Category Titles for the Special EEO File]

The 2020 Workforce Utilization Analysis identified three areas for improvement in the PCTD workforce. The long-term goals of the transit department are to obtain a workforce consistent with the “Park City Transit Department Combined Workforce Pool” in terms of gender and race. Short term there are no plans to hire Skilled Craft or Administrative Support Workers. If openings become available in these positions, Park City Transit will follow federal and state practices to fill the positions to try and balance underutilization.

The 2020 Workforce Utilization Analysis shows discrepancies in the Skilled Craft Worker and Service & Maintenance Worker job categories. The transit department currently anticipates hiring 100-200 new operative Service & Maintenance Workers in the next five years. The department does not anticipate hiring new Officials & Managers, Administrative Support Workers, or Skilled Craft Workers categories (see Appendix for complete workforce analysis and PCTD goals). The transit department anticipates the realization of its long-term goals by means of the creation and execution of the PCTD’s EEO plan and the implementation of the EEO Action Plan.

## EEO Action Plan

The PCTD's EEO Action Plan is a commitment to utilize every opportunity to improve the representation of protected groups in the PCTD's workforce. To maximize "every opportunity" the PCTD will take the following actions:

1. Identify positions throughout the PCTD where the utilization of minorities and women (based on data relevant to the available labor force within the PCTD's "applicable labor market") can be improved;
2. Identify existing barriers which may prevent or discourage women and minority groups' entry in the PCTD workforce;
3. Identify current and future actions the PCTD might reasonably take to address any underutilization and workforce barriers that may exist in the PCTD, relevant to minorities and women;
4. Implement these actions in light of local, state, and federal requirements, the demographics of the PCTD's "applicable labor market", and other reasonable concerns, some of which are listed below:
  - a. Criteria/requirements specifically set forth by Utah's Department of Transportation relevant to various PCTD positions;
  - b. The competition for labor in the Salt Lake Valley, influenced in part, but certainly not limited to, the large employment opportunities offered by the Utah Transit Authority which competes for the same labor force as the PCTD;
  - c. The total compensation and benefits package the PCTD (as a public sector employer) is fiscally and reasonably able to offer its employees versus those employment packages employers in the private sector are able to offer the same available labor force in the Salt Lake Valley/Park City area.

Detailed accounts of specific 2020 EEO Action Plan strategies are discussed in the Appendix to this document. Specific action plan strategies will be used to improve recognized EEO concerns such as underutilization and workforce barriers identified in the Workforce Utilization Analysis.

## **DISSEMINATING INFORMATION**

The EEO Officer is responsible for the internal dissemination of information about the EEO Plan.

The EEO Officer undertakes the following activities:

### **Internal to the PCTD:**

Managers and supervisors are fully informed of the PCTD's policy and their role in the implementation of the EEO Plan. This information is conveyed in the following manner:

1. By written communication from the PCTD's Transit Manager.
2. Through periodic meetings to review the PCTD's plan; as well as the goals, problems, obstacles, and/or concerns encountered in the implementation of the plan.
3. By the inclusion of the Transit Manager's EEO Policy Statement in personnel and training manuals, as appropriate and as applicable.
4. By informing non-supervisory staff of the PCTD's EEO Policy through the following means:
  - a. Posting federal and state EEO notices and the PCTD's policy statement on bulletin boards. These postings are placed in conspicuous, accessible, and heavily trafficked areas, where they can be easily seen and read.
  - b. Mentioning the PCTD's EEO Policy in publications prepared and published for employees. These publications include, but are not limited to, employee handbooks and other official documents issued to the PCTD's non-supervisory workforce.
  - c. Soliciting from employee recommendations to improve the PCTD's EEO Plan and requesting feedback on existing programs, efforts, and actions.
  - d. Explaining the EEO philosophy at all new employee orientation sessions and, when appropriate, in PCTD training sessions.
5. By providing copies of the EEO plan to all PCTD managers and supervisors.

### **External to the PCTD Organization:**

The EEO Officer will maintain a mailing list of agencies, groups and individuals, who are involved in the minority communities of Summit, Wasatch, and Salt Lake Counties and who refer minorities, females, veterans and persons with disabilities to employers in the Park City area. These sources will be mailed a job vacancy announcement notice and an invitation to apply. Other actions by the PCTD include:

- Incorporation of the following equal opportunity clause in all purchase orders, leases, contracts, etc. as required federal, state and local laws:

*In the performance of this Agreement, Service Provider will not discriminate against any qualified person in matters of compensation and other terms, privileges, and conditions of employment because of: race, color, religion, sex (including pregnancy, childbirth, pregnancy-related conditions, breastfeeding, or medical conditions related to breastfeeding), national origin, age (40 or older), disability, genetic information, sexual orientation, gender identity, or protected expressions. Service Provider shall take such action with respect to this Agreement as may be required to ensure full compliance with local, state and federal laws prohibiting discrimination in employment.*

- Inclusion of the equal opportunity solicitation listed below in newspaper advertisements for prospective employees:

#### **Park City Municipal is an Equal Opportunity Employer**

- Inclusion of the PCTD's commitment to EEO in the PCTD-developed and/or initiated marketing and public relations media and/or materials, such as articles, public service announcements and pictures.
- Availability of the PCTD's written EEO Plan to current employees and interested individuals to enable them to know of the PCTD's commitment to equal employment opportunity.

### **RESPONSIBILITY FOR EEO PLAN ADMINISTRATION**

The following section outlines the respective responsibilities of the PCTD staff with regard to Equal Opportunity as with all other policies of the PCTD. The establishment of policies for equality in employment, contracting and transportation service resides with the City Council of Park City Municipal Corporation (PCMC). The Deputy City Manager has directed the Transit Manager and their staff to develop and enforce appropriate EEO procedures and guidelines for the Park City Transit Department.

#### **A. Deputy City Manager and Transit Manager**

PCMC has direct responsibility to the City Council to enforce the PCTD EEO Plan. The Deputy City Manager is generally responsible for approving and enforcing the provisions of the EEO Plan as developed by designated staff. The Transit Manager will assume direct responsibility for the PCTD EEO Plan and will report to the Deputy City Manager on EEO issues as needed.

#### **B. Equal Employment Opportunity Officer**

The EEO Officer has accountability for civil rights and EEO-related matters and is assigned the primary responsibility for implementing the PCTD's EEO policy and action plan. The EEO

Officer will have direct access to the City Manager and the Transit Manager regarding EEO issues. Specifically, the EEO Officer's or their designee's responsibilities include, but may not be limited to:

1. Developing and recommending EEO policy, a written EEO plan, and internal and external communications procedures;
2. Assisting management in collecting and analyzing employment data, identifying problem areas, setting goals and timetables, and developing programs to achieve goals;
3. Designing, implementing, and monitoring internal audit and reporting systems to measure program effectiveness and to determine where progress has been made and where further action is needed;
4. Reporting periodically to the Transit Manager on progress of each unit in relation to the organizational goals;
5. Serving as a liaison between the agencies, federal, state and local governments, regulatory agencies, minority, persons with disabilities, and women's organizations, and other community groups;
6. Assuring that current legal information affecting affirmative action is disseminated to responsible officials;
7. Assisting in recruiting minority, persons with disabilities and women and establishing outreach sources for use by hiring officials;
8. Concurring in all hires and promotions; and
9. Processing and investigating all Title VII (EEO) discrimination complaints, including disability and harassment (sexual and hostile work environment).

### **C. Management and Staff**

Management and staff of the PCTD are responsible for the implementation and support the PCTD's EEO Plan within their scope of authority. They shall periodically audit the performance of their department and, if necessary implement corrective actions in accordance with the plan and with the advice of the EEO Officer and/or the City Manager.

Managers and supervisors are responsible for implementing the PCTD's EEO policies and practices. As part of their day-to-day job duties, managers and supervisors are specifically responsible for the following:

- Assisting in identifying problem areas and establishing PCTD objectives;
- Becoming actively involved, when possible, with local minority organizations, women's

groups, community action organizations and community service programs designed to promote EEO;

- Participating in periodic audits of all aspects of employment in order to identify and to remove barriers obstructing the achievement of specified objectives;
- Participating in regular discussions with other supervisors, managers, and employees to ensure that the PCTD's EEO policies and recommended practices are implemented;
- Reviewing the qualifications of all employees to assure that minorities and women are given full opportunities for transfers, promotions, training, salary increases, and other forms of compensation;
- Participating in the review and/or investigation of complaints alleging discrimination;
- Participating in periodic audits to ensure that each agency unit is in compliance (e.g., EEO posters are properly displayed on all employee bulletin boards).

### **WORKFORCE UTILIZATION ANALYSIS**

The EEO Officer shall conduct an analysis of the PCTD workforce in order to determine job categories where there may be underutilization and/or concentration of minorities and women in relation to their availability in the relevant labor markets. This analysis will be conducted by race, gender, ethnic origin, salary and job title, and while considering the following factors:

- a. The minority and female population of the "applicable labor market" from which the PCTD draws its employee applicants. This "applicable labor market" for the PCTD is defined as Summit, Wasatch, and Salt Lake Counties, Utah;
- b. The size of the minority and female unemployment force in the "applicable labor market";
- c. The general availability of minorities and females having the requisite skills in the "applicable labor market";
- d. The availability of minorities and females having the requisite skills in the "applicable labor market " where the PCTD can reasonably recruit;
- e. The availability in the PCTD workforce of minorities and females, who have requisite skills for promotion;
- f. The existence of training opportunities, both internal and external to the PCTD, whereby reasonable and ongoing efforts might be made to train and develop individuals in the requisite skills.

**A 2020 Workforce Utilization Analysis appears in the Appendix to this document**

## GOALS AND TIMETABLES

Annually, the Transit Manager and EEO Officer, along with other members of the PCTD management team, will compare PCTD's current workforce demographical status with data contained in its Workforce Utilization Analysis. If underutilization is discovered, the above-referenced group will follow the action steps listed below.

PCTD's plan to correct underutilization identified in the current workforce analysis is shown below. As a job opening occurs, PCTD recruits internally as well as externally, if appropriate, for the best job candidates. Table below lists the internal promotion "pool" from which recruitments in each category would come.

<b><u>EEO-4 Job Classification</u></b>	<b><u>Internal Recruitment Pool</u></b>
Officials & Administration	Officials & Administration, Professional
Administrative Support Workers	Service-Maintenance Worker
Skilled Craft Workers	Service-Maintenance Worker
Service-Maintenance Worker	Service-Maintenance Worker

The following identifies the goals, timetables and actions that will be established by PCTD to eliminate underutilization in the two EEO-4 categories identified in the Utilization Analysis by Job Category.

Those actions include, but are not necessarily limited to:

- Identify positions throughout the PCTD where the utilization of minorities and women (based on data relevant to the available labor force within the transit department's "applicable labor market") may be improved;
- Evaluate those actions the PCTD has taken in the past to improve such utilization and then assess why those actions, if any and as applicable, have not produced the improved utilization the department seeks;
- Identify current and future actions the PCTD might reasonably take to address any underutilization that may still exist in the department, relevant to minorities and women;
- Implement those actions in light of local, state, and federal requirements, the demographics of PCTD's "applicable labor market", and other reasonable concerns, some of which are listed below:
  - a. Criteria specifically set forth by the Utah Department of Transportation relevant to various PCTD positions;
  - b. The competition for labor in the Salt Lake Valley, influenced in part, but certainly not

limited to, the large employment opportunities offered by the Utah Transit Authority which compete for the same labor force as the transit department and other employers in the valley;

- c. The total compensation and benefits package the PCTD (as a public sector employer) is fiscally and reasonably able to offer its employees versus those employment packages employers in the private sector are able to offer the same available labor force in the Salt Lake Valley/Park City area.
- d. The cost of living in Park City prevents many employees from being able to live near where they work. Park City's cost of living is 82% higher than the national average while Salt Lake City's cost of living is 5% higher than the national average.

Any short-term or long-range objectives established and/or action plan developed will be realistic, flexible, and reasonably attainable. The current long-range focus and primary objective of this program are to have the PCTD's job group population approximate, as closely as realistically possible, the make-up and availability of the qualified labor force of the PCTD's "applicable labor market".

## **DISCRIMINATION COMPLAINTS PROCEDURE**

Any job applicant or employee of the PCTD, who feels he or she has been discriminated against because of race, color, religion, sex (including pregnancy, childbirth, pregnancy-related conditions, breastfeeding, or medical conditions related to breastfeeding), national origin, age (40 or older), disability, genetic information, sexual orientation, gender identity, or protected expressions., should first attempt to solve the problem(s) at the lowest level of supervision, if practical and feasible. If this approach is unproductive or not possible or realistic for any reason, a complaint may be filed with the PCTD's EEO Officer or, secondarily, with PCMC's City Manager within forty five (45) calendar days of the alleged discrimination.

Complaints should be legibly and clearly drafted, whether handwritten or composed electronically, and should contain all specific facts and details known or experienced by the complainant. All communications of this nature will be treated as private and confidential.

The PCTD's EEO Officer (or the City Manager or their designee if there is a real or perceived conflict of interest as relates to a particular complaint of alleged discrimination in the PCTD work environment), will conduct a prompt and complete investigation of each complaint of alleged discrimination and will formally or informally present the findings of the investigation to the complainant and to the City Manager as soon as realistically possible, but normally within thirty (30) calendar days of the receipt of the complaint.

If a complainant is not satisfied with the investigative findings of the EEO Officer, the complainant will have thirty (30) calendar days following his or her receipt of the findings from the EEO Officer (excluding the day he or she receives the findings) to prepare and to present to

the EEO Officer a written response (handwritten or composed electronically), which will serve as an official appeal (of the EEO Officer's findings) to the City Manager and also as a request by the complainant to the City Manager that a review of his or her complaint be conducted. The City Manager will conduct a further investigation and will formally or informally present their findings and a ruling on the appeal to the complainant within thirty (30) calendar days of receipt of the complainant's appeal. The above-listed timetables may be adjusted or altered at the discretion of the EEO Officer or the City Manager and with the concurrence of the complainant.

If the complainant exhausts the appeal process of the PCTD and wishes to continue the appeal of the PCTD's findings and decision(s) related to his or her complaint, the complainant has recourse to the Utah Labor Commission, the Federal Transit Administration, or the Equal Employment Opportunity Commission.

## **PERFORMANCE MONITORING**

The EEO Officer shall maintain a record-keeping system, which will be used to measure the performance of the PCTD's EEO Action Plan and its Equal Employment Opportunity Plan. The EEO Officer, as needed, as applicable and if reasonably possible, will collect, maintain, and disseminate all information pertaining to the EEO Action Plan.

The EEO Officer will maintain, or facilitate the maintenance of, employee and applicant by race, gender, national origin, color, age, religion, physical or mental disability, and veteran status. This information will also be collected and retained on new hires, transfers, promotions and terminations.

Further, the EEO Officer will compile and provide to the Transit Manager an EEO Action Plan Status Report every three (3) years and no later than September 3rd of each third year. The Transit Manager and EEO Officer, along with other members of the PCTD Management Team, will use this status report to evaluate the department's progress, or lack thereof, towards meeting the PCTD's Equal Employment Opportunity Action Plan's goals. This report will be used in revising and assessing the long term EEO action plan goals and timetables as required by the FTA.

The EEO Officer will provide a statistical analysis documenting the impact of the employment practices by race, national origin and sex. This report will also include details of EEO violations and any related disciplinary actions.

## **INTERNAL AUDIT AND REPORTING SYSTEMS**

1. The PCTD, as an organization and the PCMC's Department of Human Resources will monitor all referrals, placements, transfers, promotions, and terminations to ensure that the PCTD's nondiscriminatory policy is carried out.

2. Throughout the calendar year the EEO Officer will advise the Transit Manager of the EEO action plan's effectiveness and submit recommendations, as necessary, regarding changes or improvements which may be needed within the departments' organization to more effectively address/implement the goals, guidelines, and commitments set forth in the plan.
3. As a part of their day-to-day job duties and responsibilities, the PCTD's Transit Manager and supervisors will take actions as set forth on page 11 of this document and will do so in a timely manner and as realistically possible within their daily job tasks.

## **GENDER DISCRIMINATION GUIDELINES**

The PCTD maintains the policy of selecting, promoting, and ensuring equal opportunities for all personnel without regard to sex. Recruiting activities, advertising, and employee selection are implemented solely on the basis of occupational qualifications.

It is the policy of the PCTD not to discriminate unlawfully against any employee or any applicant for PCTD employment on the basis of gender. Also, PCTD contractors will abide by all valid and applicable sex discrimination guidelines. Specifically, the PCTD will comply with the following employment practices:

Recruit employees of both sexes for all PCTD positions.

1. Ensure that solicitations or advertisements for employment do not express a preference for a worker of a particular gender.
2. Ensure that all policies stated in employee bulletins do not discriminate against employees on the basis of gender.
3. Ensure that jobs are available to all qualified employees in all classifications without regard to gender, except where gender is a bona fide occupational qualification.
4. Ensure that personnel actions relating to employment opportunities, wages, hours or conditions or employment, fringe benefits, profit sharing, retirement, seniority, and leaves of absence are administered in compliance with these policies.
5. Ensure that comparable physical facilities are provided to both sexes.

## **HARASSMENT**

As a department of Park City Municipal Corporation, the PCTD follows the city's harassment guidelines as outlined in Park City's *Personnel and Procedures Handbook* (effective January 22, 2020) section 5.10.

## **5.10 Harassment**

The City is committed to the belief that all employees have the right to work in an environment that is free from discrimination and harassment. The City strictly prohibits harassment of or by its employees, vendors, customers or others who enter our workplace in any form. All employees at any level of employment with the City must avoid offensive or inappropriate harassing behavior, and the City holds employees responsible for ensuring that the workplace is free from any type of harassment. Employees should at all times treat other employees with respect, dignity, and in a manner so as not to offend the sensibility of their coworkers. The City is committed to the vigorous enforcement of its harassment policy at all levels of employment and in all City workplaces.

The City bases its harassment policy on Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Title I and Title V of the Americans with Disabilities Act of 1990, Sections 501 and 505 of the Rehabilitation Act of 1973 and the Civil Rights Act of 1991. It also bases its policy on the Equal Employment Opportunity Commission's (EEOC) definition of sexual harassment, which is: "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly a term or condition of an individual's employment; (2) submission to or rejection of such by an individual is used as the basis for employment or decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment." Specifically, the City prohibits conduct that may include but is not limited to the following:

- a. Degrading words to describe an individual; threats; offensive comments; derogatory remarks; innuendos or taunts; off-color language or jokes; and sexually suggestive objects, books, magazines, photographs, cartoons, or pictures.
- b. Display, storage and/or transmitting of offensive, pornographic, racist or offensive language, signs, or images from any personal cell phone, PDA, computer or radio while on-duty.
- c. Any verbal or physical conduct that has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
- d. Sexual harassment, including sexual harassment of women by men, men by women, and same sex harassment.
- e. Engaging in indecent exposure.
- f. Unwelcome sexual advances.
- g. Requests for sexual favors, whether or not accompanied by promises or threats with regard to the employment relationship.
- h. Other verbal or physical conduct of a sexual nature made to an employee that may threaten or insinuate, either explicitly or implicitly, that an employee's submission to or rejection of the sexual advances will in any way influence any personal decision regarding that person's employment, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development.

- i. Other harassing conduct committed in the workplace by supervisors or nonsupervisory personnel, whether physical or verbal.

Any type of harassing conduct may result in disciplinary action up to and including termination. Any supervisor or manager who has knowledge of such behavior yet takes no action to end it is also subject to disciplinary action. Employees are prohibited from harassing other employees whether or not the incidents of harassment occur on employer premises, or whether the incidents occur during business hours.

Employees who have complaints of harassment by anyone in the workplace including supervisors, co-workers or visitors, are urged to report such conduct to their supervisors or Department Managers, who will report the incident to the Human Resources Manager so that the City may investigate and resolve the problem. If the complaint involves an employee's supervisor or someone in the direct line of supervision, or if the employee for any reason is uncomfortable in dealing with his/her immediate supervisor, the employee may go directly to any Department Manager, any management team member or directly to the Human Resources Manager, City Attorney, or City Manager.

The City endeavors to investigate all complaints as expeditiously and professionally as possible. Where investigation confirms allegations of harassment, the City shall take appropriate corrective action.

If after careful investigation the City is unable to confirm an allegation of harassment, the City may transfer an employee to a new location where the employee will not have any contact with the alleged harasser.

To the extent possible by regulation or law, employees will be apprised of the investigation process and the conclusion of the investigation.

The City makes every attempt to keep confidential the information provided to it in the complaint and investigation process to the fullest extent permitted by the circumstances. Retaliation against employees for reporting harassment or for assisting the City in its investigation of a complaint is against the law and is not permitted. Retaliation may include, but is not limited to, such acts as refusing to recommend the employee for a benefit for which he/she qualifies, spreading rumors about the employee, encouraging hostility from coworkers, and escalating the harassment.

If after investigating any complaint of harassment the City learns that an employee provided false information regarding the complaint, the City may take disciplinary action against the employee.

## **CONSIDERATION OF MINORITIES AND WOMEN CURRENTLY IN THE WORKFORCE**

Reasonable consideration is given to minorities and women, who are not currently in the PCTD workforce, but who possess the requisite skills and feasibly could be recruited.

Through EEO Action Plan measures the PCTD will give notice of its EEO policy to community organizations.

The PCTD will take the following steps to recruit minorities and women not currently in the workforce:

- Lists open positions with the state employment Job Service.

- Advertise in the local and regional newspapers/publications.

- Establish contacts and make job announcements available to local minority and women's employment groups.

## DEFINITIONS

### **Availability**

Availability means the existence of minorities and women, in the relevant labor area, possessing requisite qualifications to perform the duties of a job group 4

### **Bona fide Occupational Qualification (BFOQ)**

BFOQ refers, in Title VII, to the classifications of gender, race, national origin, religion, or age in those certain instances where gender, national origin, religion, or age is reasonably necessary to the normal operation of that business or enterprise.

### **Equal Employment Opportunity (EEO)**

EEO is a goal, which, if attained, will result in all persons in employment situations being considered on qualifications, which are directly related to job performance (all persons will be treated without regard to race, color, sex, gender identity, religion, national origin, age, and physical or mental disability, or veteran status).

### **Equal Employment Opportunity Action Plan**

An EEO Action Plan is a carefully crafted, positive set of events which, when implemented in good faith, will attain the goal of Equal Employment Opportunity.

### **Goals and Timetables**

Goals and timetables are generally self-imposed sets of numbers or percentages, which employers strive to attain within a specified period of time. The results attained and the good faith efforts expended are the measurement of goals and timetables.

### **Job Group**

A job group is comprised of positions of similar content, wage rates and promotes- ability.

### **Minorities**

The concept of race, as used in this plan, does not denote clear-cut scientific definitions of anthropological origins Hispanic, while not race identification, is included as a category because of the discrimination in employment encountered by this group. For the purposes of this plan, the following racial ethnic categories will be utilized:

1. "Black Americans" include persons having origins in any of the black racial groups of Africa;
2. "Hispanic Americans" include persons of Mexican, Puerto Rican, Cuban, Central or South American, or Spanish culture or origin, regardless of race;
3. "Native Americans" include persons, who are American Indian, Eskimos, or Native Alaskans;

4. "Asian Pacific Americans" include persons whose origins are the countries or territories of: Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, the U S Trust Territories of the Pacific, and the Northern Marianas; and
5. "Asian-Indian Americans" include persons whose origins are India, Pakistan, and Bangladesh.

### **Persons with Disabilities**

An individual with a disability is a person, who has a physical or mental impairment, which substantially limits one or more major life activities (See 49 CFR Part 27, dated October 1, 1987 for further definition) For transportation services, a person with a disability is an individual, who by reason of illness, incapacity or disability, is unable, without special facilities or special planning or design, to utilize mass transportation facilities and services as effectively as persons who are not so affected.

### **Quotas**

Quotas are fixed sets of numbers or percentages, which an employer is required to attain within a specified period of time quotas in employment are only legal when imposed by a court of law.

### **Underutilization**

Underutilization is defined as having fewer minorities or women in a particular job group than would be reasonably expected by their availability.



**Appendix**

To the

Park City Transit Department

2020 Equal Employment Opportunity Plan:

**2020 Workforce Utilization Analysis**

and

**2020 Equal Employment Opportunity Action Plan**

# 2020 WORKFORCE UTILIZATION ANALYSIS

## INTRODUCTION

In June 2020 the EEO Officer and staff conducted the original analysis of the Park City Transit Department (PCTD) workforce in order to determine job categories where there may be underutilization and/or concentration of minorities and women in relation to their availability in the relevant labor markets.

This analysis was conducted by race, gender, ethnic origin, and job title. This analysis was updated in June 2020. The 2020 analysis shows the PCTD's progress towards achieving the 2015 goals, the current PCTD breakdown and the new goals to bring the department into balance. The following report compares the PCTD's workforce to the "applicable labor market", identifies underutilization issues, and sets forth long-term EEO goals and details specific action plan strategies to achieve these goals. This section also contains an Assessment of Employment Practices analysis.

## METHODOLOGY

The PCTD first identified city staff that worked in the department and would be evaluated under the workforce utilization plan. An employee roster was created listing employee by Position Title, EEO-4 Job Category, County of Residence, Ethnic Code, Gender, Work Status or Classification, Date of Hire, and Hourly Rate of Base Pay (see attached employee roster).

The employee roster was then compared to the "applicable labor market". The PCTD identifies its "applicable labor market" as those areas surrounding Park City, Utah that currently make up the workforce of the transit department. These areas are identified as:

Summit County, Utah (40% of workforce)

Wasatch County, Utah (26% of workforce)

Salt Lake County, Utah (14% of workforce)

Information was categorized using the Census 2010 Occupational Category, Gender and Race [Source: U S Census Bureau, Housing & Household Economic Statistics Division (Last Revised' 2017) -Census 2010 Special EEO Tabulation: EEO-4 Job Category Titles for the Special EEO File]

Information was obtained through the U.S. Census Bureau's Census 2010 EEO Data Tool for Summit, Wasatch, and Salt Lake Counties. (See county summary sheets) The Park City Transit Department Combined Workforce Pool (PCTDCWP) was created by adding each of the 3 counties together by its appropriate percentage of the current PCTD workforce. The current workforce was then compared to the PCTDCWP in order to find underutilization and/or concentration of minorities and women in the department.

Because of the relatively small workforce of the PCTD and the small minority population in Utah, the race comparison was conducted by combining all races other than White non-Hispanic into one “Other” group.

While this analysis combine’s race into one “Other” group, individual data regarding the PCTD workforce and labor pool has also be broken out and compared for each EEO race category. If in the course of the PCTD EEO plan the EEO officer determines that races within the “Other” category should be broken out and targeted individually due to under representation, data will be readily available to implement the change at that time.

**Results**

The 2020 Workforce Utilization Analysis identified three areas for improvement in the PCTD workforce. The 2020 Workforce Utilization Analysis shows discrepancies in the Skilled Craft Workers and Service & Maintenance job categories. The following table shows the percentage each category is away from balanced in terms of race and gender.

Administrative Support Workers by Gender 44.5% from balanced.  
 Skilled Craft Worker by Gender 3.5% away from balanced.

EEO-4 Occupation Category	Current Differences in %			
	Available Labor Pool		Available Labor Pool	
	%		%	
	Males	Females	White	Other
Officials & Managers	-17.0%	17.0%	-39.2%	39.5%
Administrative Support Workers	44.5%	-44.5%	-2.2%	2.3%
Skilled Craft Workers	3.5%	-3.5%	-8.4%	9.4%
Service & Maintenance	-5.4%	5.4%	-11.0%	11.0%

**2020**

EEO-1 Occupation Category	Current Differences in %			
	Available Labor Force by Gender		Available Labor Force by Gender	
	%		%	
	Males	Females	White	Other
Officials & Managers	35.7%	-35.7%	8.6%	-8.6%
Administrative Support Workers	34%	-33.8%	-7.4%	7.4%
Craft Workers	5%	-5.0%	18.7%	-18.7%
Operatives	8.4%	-8.4%	10.4%	-10.4%

**2015**

Skilled Craft Workers category is unbalanced in terms of gender at 3.5%; the category only consists of eight employees. Therefore a shift in gender population to the category would actually result in a greater percentage discrepancy than is currently seen. Similar results would also occur with shifts gender in the Administrative Support Worker category which previously had 2 employees (2 females) and now has 20 employees (14 males, 6 females). The underutilization areas identified by this study for specific 2020 EEO action and goals are:

### **Long-term Goals**

The long-term goals of the transit are to obtain a workforce consistent with the “Park City Transit Department Combined Workforce Pool” in terms of gender. The department does anticipate hiring 3-10 employees in the Administrative Support Workers category. We anticipate hiring 2-5 Skilled Craft Workers. We anticipate hiring or 100-200 Service and Maintenance Worker positions. When these positions become available, Park City Transit will follow federal and state practices to fill these positions to try and balance underutilization.

**Skilled Craft Worker (gender)** PCTD anticipates hiring 2-5 Skilled Craft Workers in the next five years. If there is turnover in the category, the PCTD has set a goal of shifting one position in terms of gender from “Male” to the “Female” category. Although this would bring the job category as close to balance as possible, because of the size of the PCTD achieving balance by shifting one position will be difficult given the current availability in applicable labor market. Nevertheless the department will pursue good faith efforts, as specified in the action plan, to meet this goal.

**Administrative Support Worker (gender)** PCTD has set a goal of shifting four positions in terms of gender from “male” to the “female” category. Although this would bring the job category as close to balance as possible because of the size of the PCTD, achieving balance by shifting four positions will be difficult. Nevertheless the department will pursue good faith efforts, as specified in the action plan, to meet this goal.

**Service-Maintenance Worker (gender)** to be balanced, the Service & Maintenance Worker would require a shift in terms of gender by 20 positions towards female. It is anticipated that in the short term this may be furthered addressed by seeking out a balanced amount of female part time bus drivers. While actually achieving perfect balance may be overly idealistic, the PCTD will continue to make good faith efforts to achieve a better balance through strategies outlined in the action plan section of this Appendix.

### **Short-term Goals**

The short-term goals of the PCTD will consist of continuing to implement the EEO policy and take steps to improve the process. Currently PCTD does not track employment applicants or promotions by race, national origin and sex. We have set a goal to implement the tracking practice by the next EEO plan submission.

Due to the highly seasonal/resort nature of Park City, the PCTD undergoes a great deal of change in terms of the Service & Maintenance Worker positions. For example, the PCTD hired approximately 50 part time seasonal drivers in the winter of 2019/2020. Therefore the

breakdown of seasonal drivers can vary from year to year. In comparing the breakdown of seasonal drivers from the 2015 EEO plan to now, the PCTD has achieved a balanced goal in both race and gender in this category. In 2015 the Skilled Craft Worker category the PCTD has achieved their goal of balance in race; however, now the goal needs to focus on gender to ensure balance. While the 2015 plan did not call out an imbalance in Officials and Managers for Race or Gender, one existed in both areas. Currently PCTD has achieved balance for both race and gender in this category as well. Unfortunately the imbalance in Gender for the Administrative Support Worker category has increased since 2015. This area is of primary concern at this time.

## **IDENTIFIED BARRIERS**

The EEO Officer and staff identified several barriers which may inhibit minorities and women from applying for position with the PCTD. The identified barriers are:

**Commute Distance to Park City** – Park City is located in the Wasatch Mountain Range approximately 30 miles or 40 minutes from the Salt Lake Valley. In addition to the distance, the highway often experiences adverse weather conditions in the winter months.

The combination of distance and road conditions presents a negative factor when trying to recruit from the Salt lake labor pool. Salt Lake County makes up the largest labor pool with the greatest levels of diversity (see Salt Lake County summary sheet).

**High Cost of Living-** The price of housing in Park City makes it difficult for employees to reside within the city.

**Language Barrier** – At this time the Utah Department of Transportation only administers the CDL exam in written English form. This creates a problem for otherwise qualified potential Hispanic drivers who speak English but are not proficient in written English at the level required to pass the exam.

It is a requirement of the PCTD that all operators be significantly fluent in English in order to effectively communicate with passengers. The department actively seeks drivers who are proficient in both English and Spanish.

## **2020 EEO ACTION PLAN**

The PCTD has developed an EEO Action Plan to address the means of accomplishing the long-term set goals and overcoming identified barriers. We have confidence that the action plan created in 2020 will make improvements and continue to bring the PCTD into balance.

The PCTD action plan includes these components:

1. PCTD will EEO continue to implement and improve the required elements of the

program will greatly improve the department's ability to provide EEO. Implementing the program will include things such as the dissemination requirements, (e.g. posting the EEO policy in the workplace and the employee handbook, including the policy in all contracts, and sending out an Official Statement of Policy) and conducting a Workforce Utilization Analysis. PCTD is confident that continuing to follow the EEO policy will result in continued EEO success.

2. The EEO officer or designee will continue to establish contacts with local minority and women's groups. Contacts will be made aware of the PCTD's EEO policy and will be notified of new recruitment announcements.
3. Included in announcements will be a statement identifying the PCTD as an EEO employer.
4. Recruitments announcements for positions for which EEO goals have been established will be made available in the Salt Lake County labor pool. These announcements will include information regarding current van pool and SLC-PC Connect transit service, both options are subsidized by the city. It is anticipated that the van pool and transit service may offset travel costs and worries. Announcements will also include information on subsidized housing opportunities for employees in our Iron Horse Housing and our new Prospector and Peace House units which were acquired by the city since our 2015 EEO Plan in order to encourage relocation to Park City.
5. Information will also be made available about the non-profit English as a Second Language (ESL) organization which have been set up and partially funded by the city. It is hoped that this contracted service with the city will aid potential PCTD applicants meet CDL exam requirements.

The EEO Officer will evaluate the success, or lack thereof, of the EEO Action Plan on a yearly basis. The action plan will be adjusted to meet the needs of the EEO plan goals. Once the EEO plan has been established an assessment of its success will be evaluated following Ch. III, Attachment A-16 of the FTA (UMTA C 4704.1A) circular.

### **Assessment of Employment Practices**

The following assessment outlines the current employment practices of the PCTD. The PCTD is an enterprise fund within Park City Municipal Corporation (PCMC). Current employment practices for the PCTD is determined by the PCMC Human Resources Department and approved by the City Manager and City Council. All policies are adopted yearly by City Council.

Attached is Park City's Employee Policies & Procedures Manual. The manual includes Park City's policies regarding recruitment and employment selection procedures, test administration, upgrading and promotion procedures, transfer procedures, formal and informal training programs, education advancements, wage, salary levels, compensation and benefits. The

manual also includes descriptions of the disciplinary procedures and discharge/termination practices.

The Employee Policies & Procedures Manual is reviewed and update annually. The policies have been created with the intent of providing the best resource to employees and potential employees of Park City Municipal Corporation and the PCTD. The manual has been reviewed and analyzed in the context of Title VI and the PCTD's Equal Employment Opportunity Plan. The review found no major policy barriers which would inhibit a qualified applicant from applying for or obtaining employment with the PCTD.

Included in the attachments is a statistical analysis documenting the impact of the employment practices by race, national origin and sex. The analysis includes disciplinary actions. The attachment also includes the job description and job postings (currently PCTD does not track employment applicants or promotions by race, national origin and sex. We will implement the tracking practice by the next EEO Plan Submission).

## Park City Transit Department Employee Roster

Position	EEO-4 Job Category Title	County of Residence	Ethnic Code	Gender	Work Status
BUS DRIVER III	Service & Maintenance Workers	Wasatch	HISPANIC	F	PT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II 34	Service & Maintenance Workers	Wasatch	HISPANIC	M	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	HISPANIC	M	PT
BUS DRIVER I	Service & Maintenance Workers	Utah	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	F	PT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Salt Lake	WHITE	M	FT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Wasatch	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	BLACK	M	FT
TRANSIT SERVICE PLANNER	Administrative Support Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	FT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	HISPANIC	M	PT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	F	PT
BUS DRIVER I	Service & Maintenance Workers	Other	HISPANIC	M	PT
BUS DRIVER I	Service & Maintenance Workers	Salt Lake	ASIAN	M	PT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Wasatch	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	F	PT
BUS DRIVER I	Service & Maintenance Workers	Other	BLACK	M	PT
TRANSIT SHIFT SUPERVISOR	Administrative Support Workers	Wasatch	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Salt Lake	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	ASIAN	M	PT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Other	HISPANIC	F	PT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	BLACK	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	F	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	White	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	BLACK	M	FT
TRANSIT MANAGER	Officials & Manager	Salt Lake	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	FT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	BLACK	M	PT

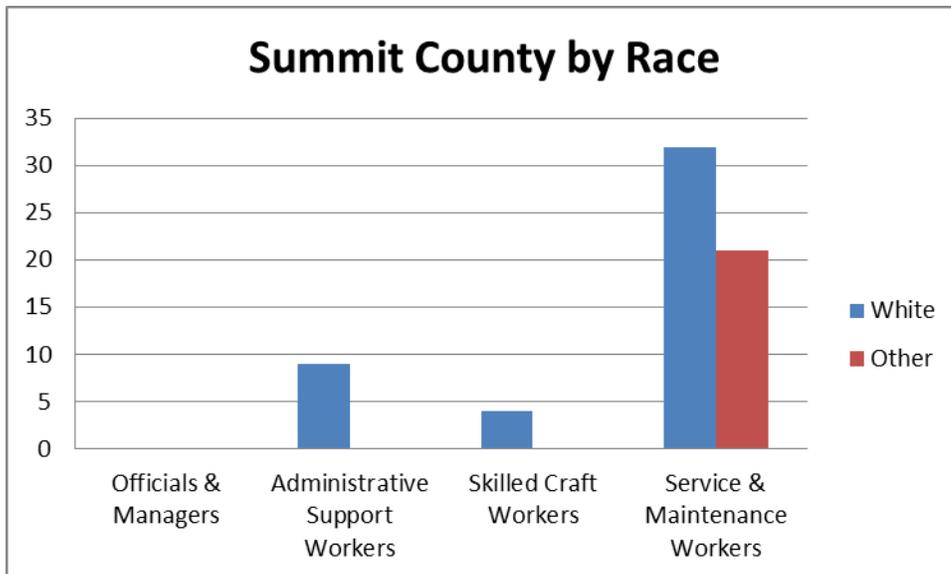
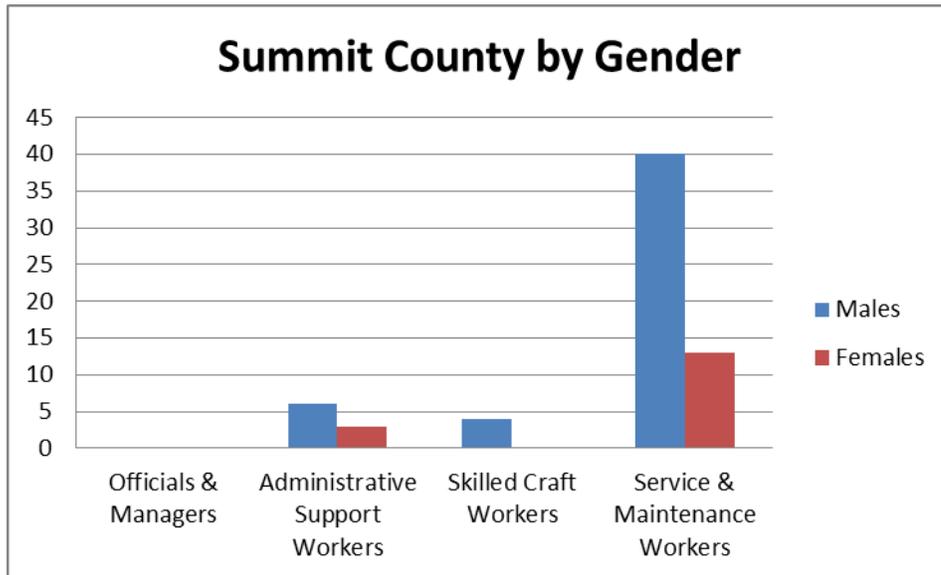
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE /NATIVE HAWIAN	F	PT
BUS DRIVER I	Service & Maintenance Workers	Salt Lake	HISPANIC	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	PT
BUS DRIVER III	Service & Maintenance Workers	Wasatch	WHITE	F	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	HISPANIC	M	FT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	F	FT
TRANSIT SHIFT SUPERVISOR	Administrative Support Workers	Wasatch	WHITE	F	FT
TRANSIT SHIFT SUPERVISOR	Administrative Support Workers	Summit	WHITE	F	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	F	PT
BUS DRIVER I	Service & Maintenance Workers	Other	ASIAN	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	BLACK	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	BLACK	M	PT
BUS DRIVER III	Service & Maintenance Workers	Other	WHITE	F	FT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	HISPANIC	M	PT
BUS DRIVER I	Service & Maintenance Workers	Salt Lake	OTHER PACIFIC ISLANDER	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Other	ASIAN	M	PT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Salt Lake	WHITE	F	PT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	ASIAN	M	PT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	M	FT
TRANSIT SHIFT SUPERVISOR	Administrative Support Workers	Wasatch	HISPANIC	M	FT
BUS DRIVER I	Service & Maintenance Workers	Salt Lake	BLACK	M	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	AMERICAN INDIAN	F	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	HISPANIC	F	FT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	BLACK	M	PT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	F	PT
ASSISTANT TRANSIT MANAGER	Officials & Manager	Salt Lake	ASIAN	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Wasatch	White	M	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE/HISPANIC	M	PT

BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	F	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	HISPANIC	M	FT
BUS DRIVER III	Service & Maintenance Workers	Salt Lake	WHITE	F	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	HISPANIC	M	FT
TRANSIT SHIFT SUPERVISOR	Administrative Support Workers	Wasatch	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	HISPANIC	F	PT
BUS DRIVER III	Service & Maintenance Workers	Other	HISPANIC	M	FT
BUS DRIVER I	Service & Maintenance Workers	Wasatch	HISPANIC	F	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Other	HISPANIC/OTHER	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	F	PT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	F	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Wasatch	HISPANIC	M	FT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	HISPANIC	M	FT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Summit	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	HISPANIC	F	PT
BUS DRIVER I	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER I	Service & Maintenance Workers	Summit	WHITE	M	PT
SAFETY & TRAINING ADMIN	Administrative Support Workers	Other	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Summit	WHITE	M	PT
BUILDING II - TRANSIT	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Salt Lake	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	FT
BUS DRIVER I	Service & Maintenance Workers	Other	White		PT
TRANSIT MARKETING COORDINATOR	Administrative Support Workers	Salt Lake	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Other	WHITE	M	PT
EXECUTIVE ASSISTANT	Administrative Support Workers	Summit	WHITE	F	FT
BUS DRIVER I	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	PT
BUS DRIVER I	Service & Maintenance Workers	Wasatch	WHITE	M	PT
BUS DRIVER I	Service & Maintenance Workers	Wasatch	WHITE	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE	F	FT
BUS DRIVER III	Service & Maintenance Workers	Summit	HISPANIC	F	FT
BUS DRIVER I	Service & Maintenance Workers	Summit	HISPANIC	M	PT
BUS DRIVER III	Service & Maintenance Workers	Summit	HISPANIC	M	PT
BUS DRIVER II	Service & Maintenance Workers	Wasatch	WHITE/AMERICAN INDIAN	M	FT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Wasatch	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	M	FT
LEAD TRANSIT OPERATOR	Administrative Support Workers	Summit	WHITE	M	FT
BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Salt Lake	ASIAN	M	PT

BUS DRIVER III	Service & Maintenance Workers	Summit	WHITE	F	FT
BUS DRIVER II	Service & Maintenance Workers	Other	WHITE	F	PT
BUS DRIVER I	Service & Maintenance Workers	Other	WHITE	M	FT
BUS DRIVER II	Service & Maintenance Workers	Summit	White	M	PT
Office Assistant III - Analyst I	Administrative Support Workers	Summit	WHITE	F	FT
Analyst I	Administrative Support Workers	Salt Lake	HISPANIC	M	FT
Data Analyst	Skilled Craft Worker	Summit	WHITE	M	FT
IT Coordinator II Transit	Skilled Craft Worker	Summit	WHITE	M	FT
Mechanic I	Skilled Craft Worker	Summit	WHITE	M	FT
Mechanic I	Skilled Craft Worker	Wasatch	WHITE	M	FT
Mechanic II	Skilled Craft Worker	Wasatch	WHITE	M	FT
Fleet Supervisor	Administrative Support Workers	Summit	WHITE	M	FT
Mechanic I	Skilled Craft Worker	Wasatch	WHITE	M	FT
Fleet Supervisor	Administrative Support Workers	Wasatch	WHITE	M	FT
Mechanic I	Skilled Craft Worker	Summit	WHITE	M	FT
Mechanic I	Skilled Craft Worker	Wasatch	HISPANIC	M	FT

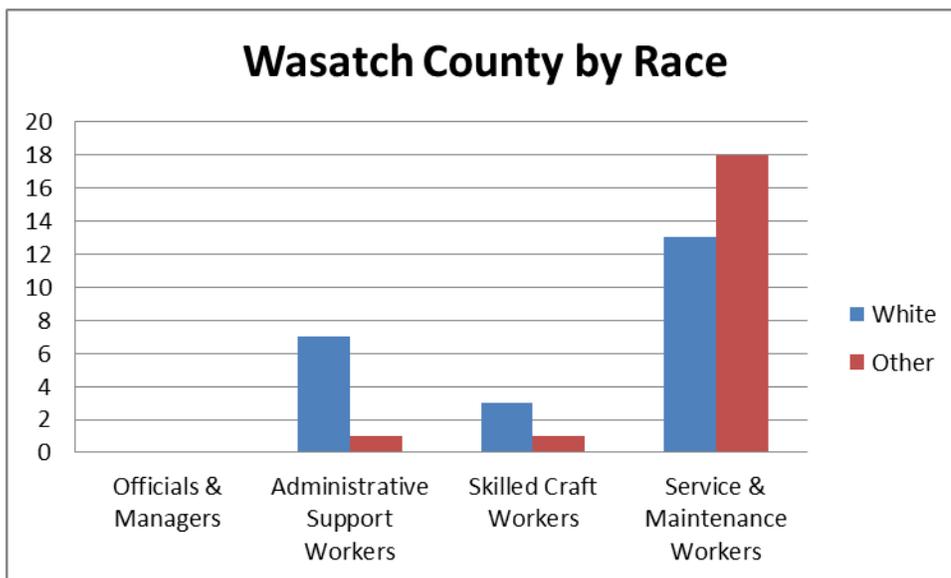
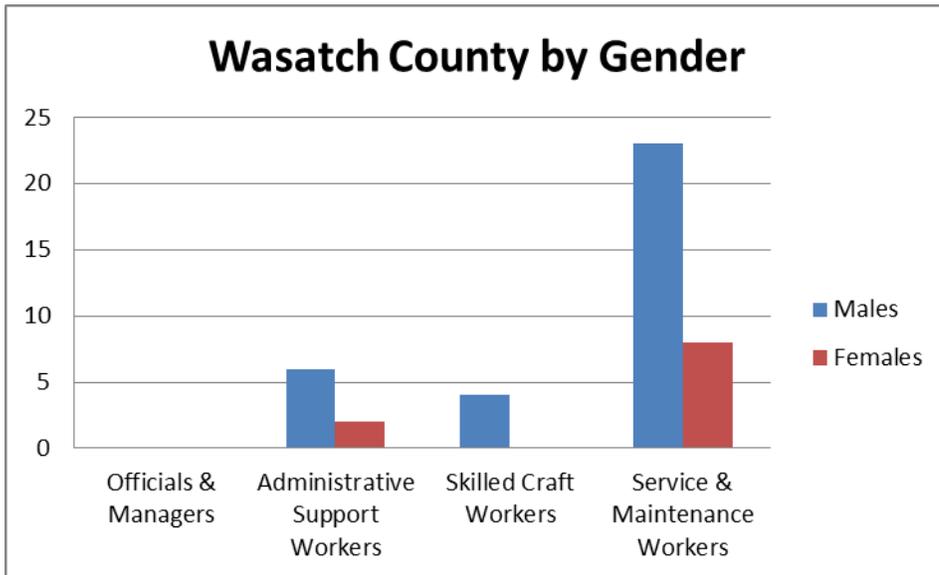
**PARK CITY TRANSPORTATION DEPARTMENT  
CURRENT SUMMIT COUNTY SUMMARY**

Summit County, UT									
EEO-4 Occupation Category	Labor Force by Gender				Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	-	-	-	-	-	-	-	-	-
Administrative Support Workers	6	3	67%	33%	9	0	100%	0%	9
Skilled Craft Workers	4	0	100%	0%	4	0	100%	0%	4
Service & Maintenance Workers	40	13	75%	25%	32	21	60%	40%	53



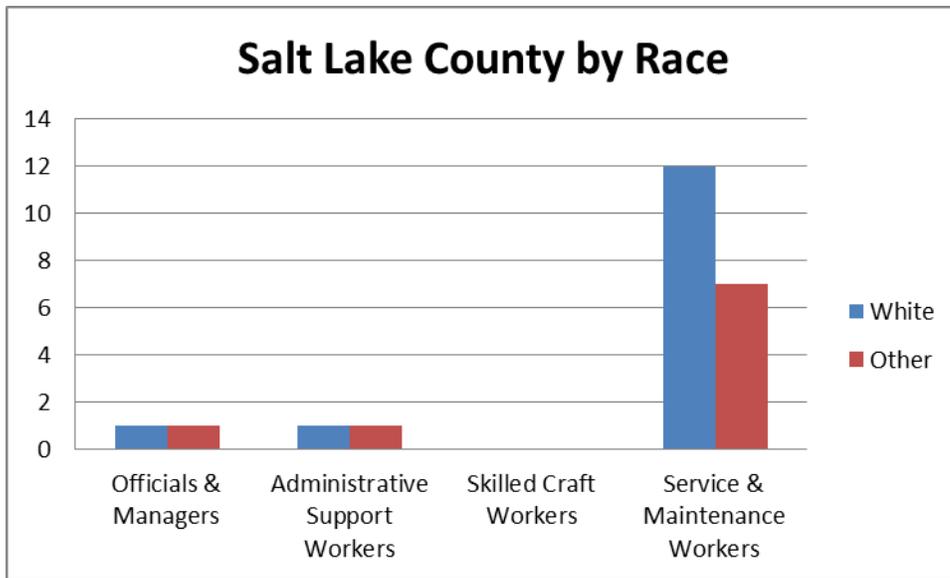
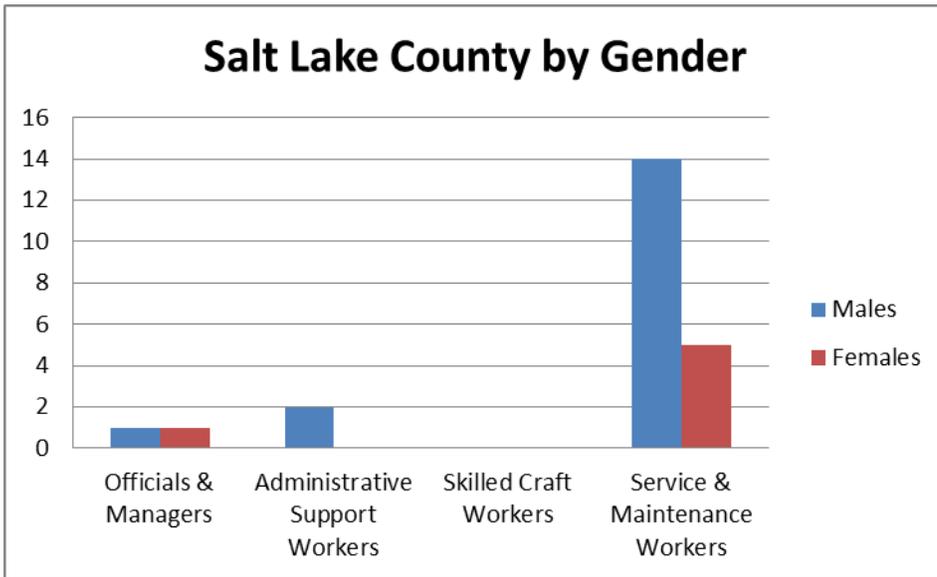
**PARK CITY TRANSPORTATION DEPARTMENT  
CURRENT WASATCH COUNTY SUMMARY**

Wasatch County, UT									
EEO-4 Occupation Category	Labor Force by Gender				PCTD Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	-	-	-	-	-	-	-	-	-
Administrative Support Workers	6	2	75%	25%	7	1	88%	13%	8
Skilled Craft Workers	4	0	100%	0%	3	1	75%	25%	4
Service & Maintenance Workers	23	8	74%	26%	13	18	42%	58%	31



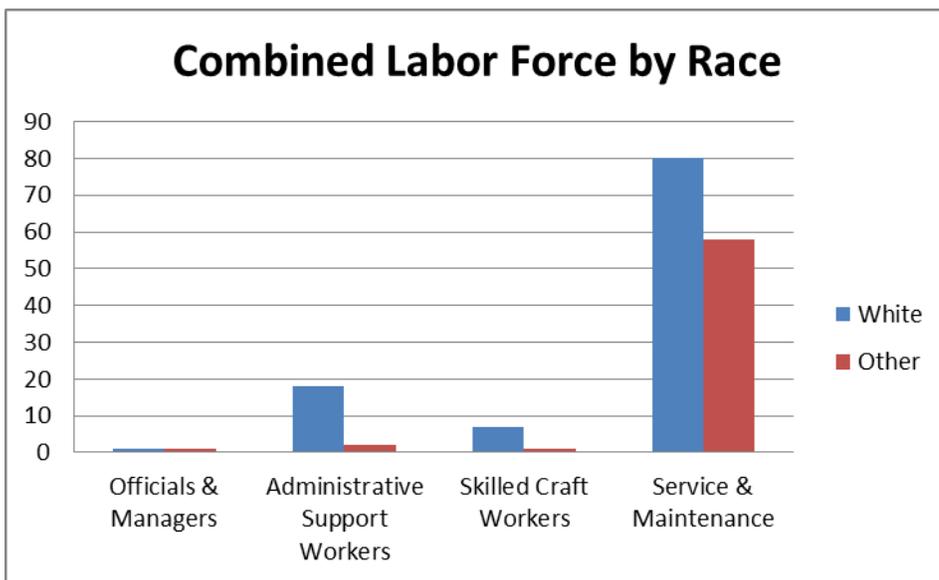
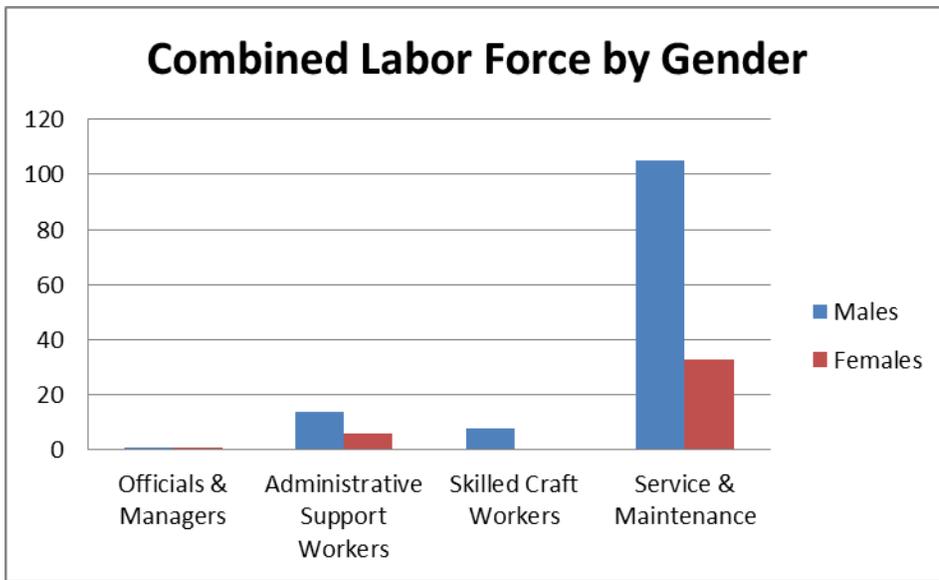
**PARK CITY TRANSPORTATION DEPARTMENT  
CURRENT SALT LAKE COUNTY SUMMARY**

Salt Lake County, UT									
EEO-4 Occupation Category	Labor Force by Gender				Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	1	1	50%	50%	1	1	50%	50%	2
Administrative Support Workers	2	0	100%	0%	1	1	50%	50%	2
Skilled Craft Workers	-	-	-	-	-	-	-	-	-
Service & Maintenance Workers	14	5	74%	26%	12	7	63%	37%	19



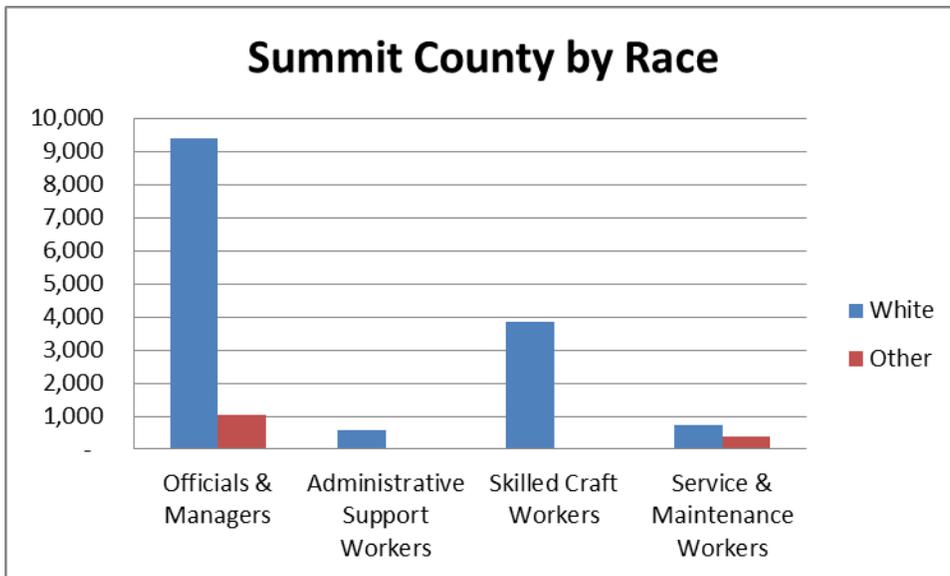
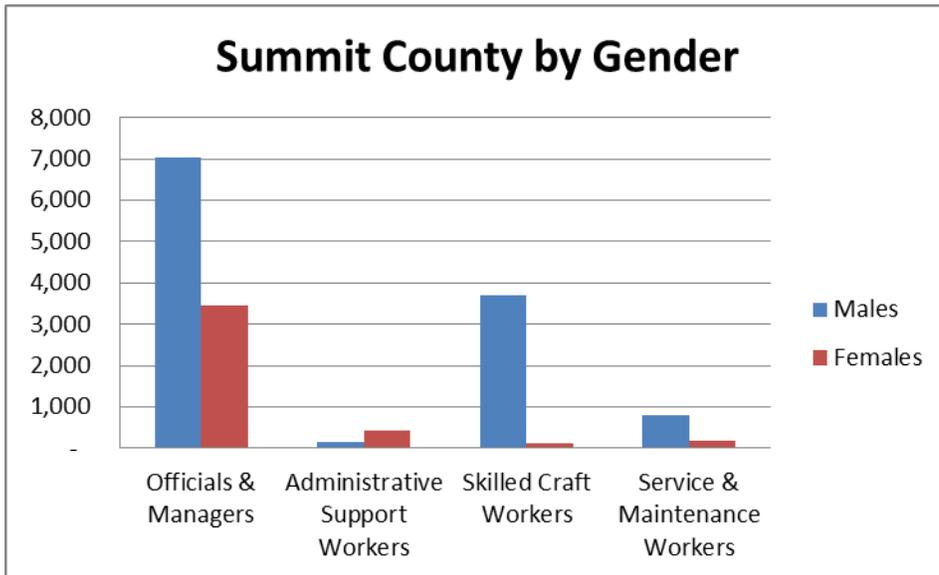
**PARK CITY TRANSPORTATION DEPARTMENT  
COMBINED CURRENT WORKFORCE POOL SUMMARY**

PCTD 2020 Labor Force									
EEO-4 Occupation Category	Labor Force by Gender				Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	1	1	76%	24%	1	1	50%	50%	2
Administrative Support Workers	14	6	74%	23%	18	2	90%	10%	20
Skilled Craft Workers	8	0	100%	0%	7	1	88%	13%	8
Service & Maintenance	105	33	79%	21%	80	58	58%	42%	138



## SUMMIT COUNTY WORKFORCE SUMMARY

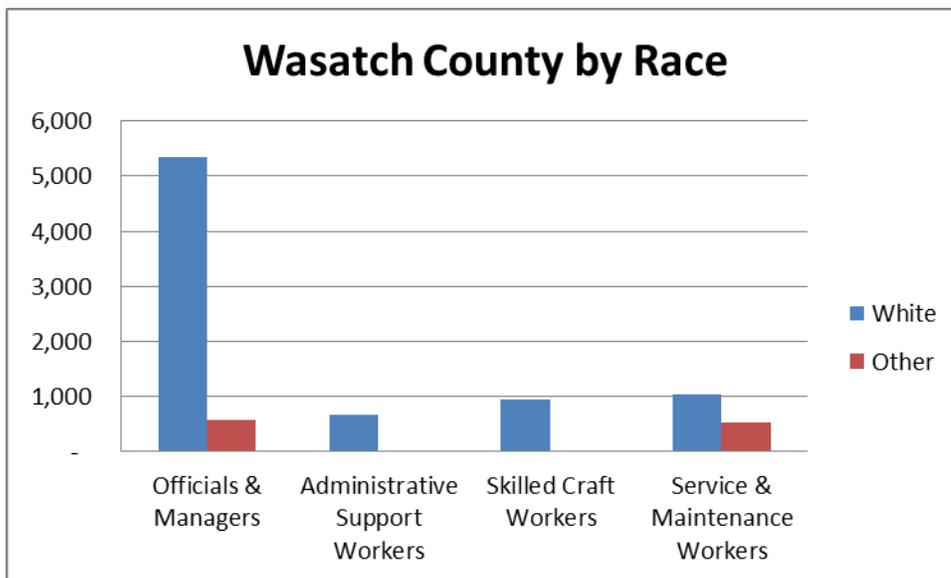
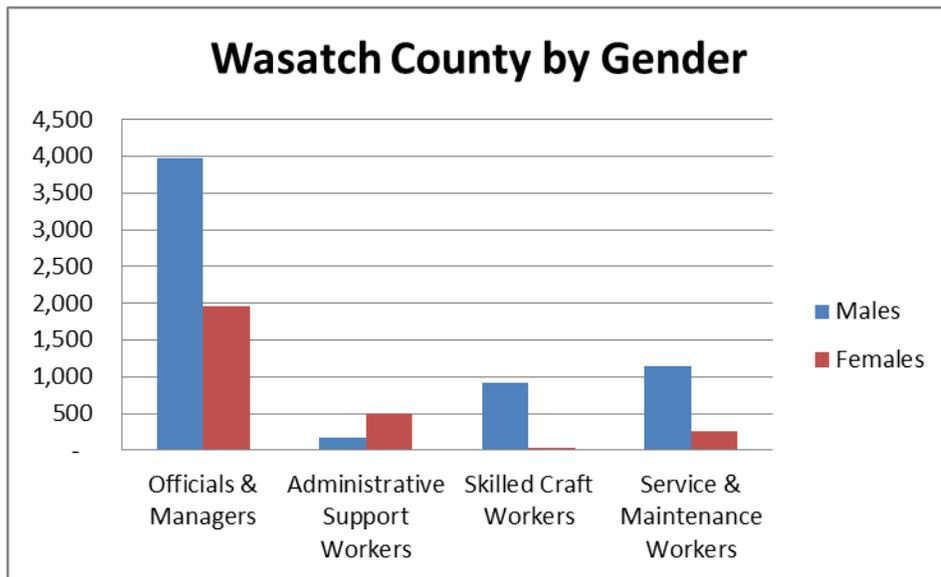
Summit County, UT									
EEO-4 Occupation Category	Available Labor Force by Gender				Available Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	7,022	3,459	67%	33%	9,422	1,038	89.9%	9.9%	10,481
Administrative Support Workers	149	436	26%	75%	585	-	100.0%	0.0%	585
Skilled Craft Workers	3,707	134	97%	4%	3,841	-	100.0%	0.0%	3,841
Service & Maintenance Workers	807	183	82%	19%	733	369	74.0%	37.3%	990



**The Park City Transit Department draws on Summit County for 40% of its total workforce**

## WASATCH COUNTY WORKFORCE SUMMARY

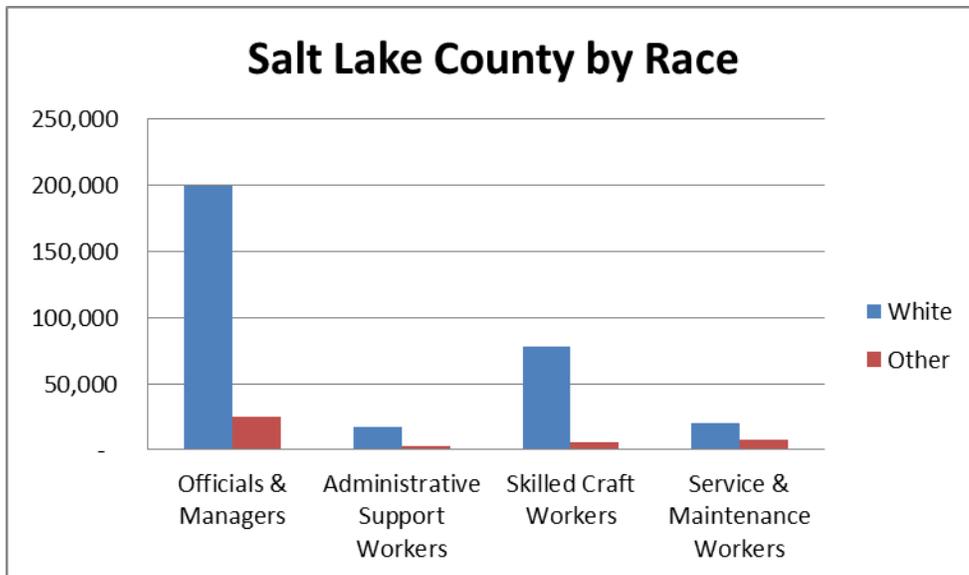
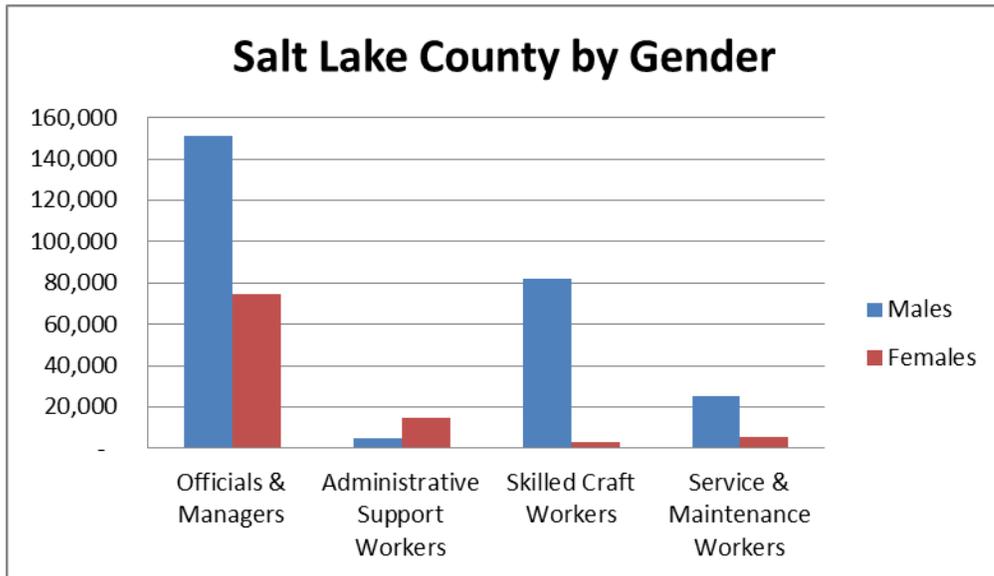
Wasatch County, UT									
EEO-4 Occupation Category	Available Labor Force by Gender				Available Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	3,977	1,959	67.0%	33.0%	5,336	588	90%	10%	5,936
Administrative Support Workers	172	504	25.5%	74.5%	676	-	100%	0%	676
Skilled Craft Workers	912	33	96.5%	3.5%	945	-	100%	0%	945
Service & Maintenance Workers	1,137	258	81.5%	18.5%	1,032	520	74%	37%	1,395



**The Park City Transit Department draws on Wasatch County for 26% of its total workforce**

## SALT LAKE COUNTY WORKFORCE SUMMARY

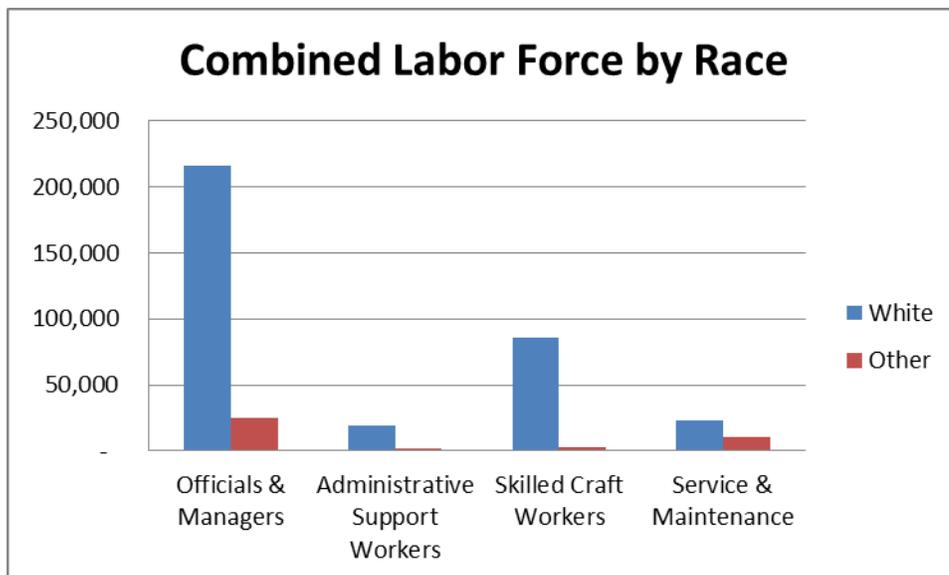
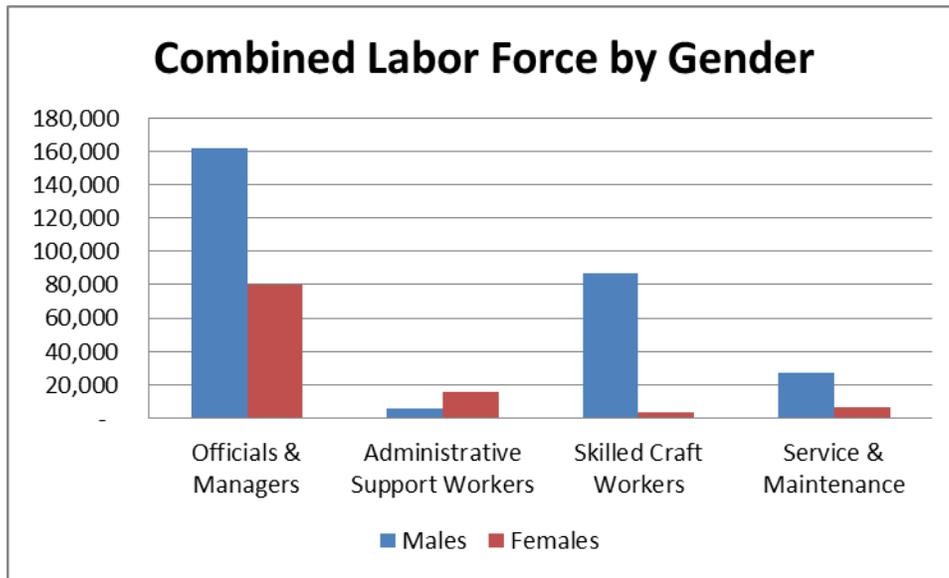
Salt Lake County, UT									
EEO-4 Occupation Category	Available Labor Force by Gender				Available Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	151,066	74,405	67%	33%	199,542	24,802	88.5%	11.0%	225,471
Administrative Support Workers	5,109	14,927	26%	75%	16,910	3,086	84.4%	15.4%	20,036
Skilled Craft Workers	82,117	2,978	97%	4%	78,032	5,361	91.7%	6.3%	85,095
Service & Maintenance Workers	25,144	5,707	82%	19%	19,745	7,620	64.0%	24.7%	30,851



**The Park City Transit Department draws on Salt Lake County for 14% of its total workforce**

## PARK CITY TRANSPORTATION DEPARTMENT COMBINED WORKFORCE POOL SUMMARY

Labor Force Combined									
EEO-4 Occupation Category	Available Labor Force by Gender				Available Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	162,065	79,823	67.0%	33.0%	215,764	25,398	89%	11%	241,888
Administrative Support Workers	5,431	15,866	25.5%	74.5%	19,636	1,640	92%	8%	21,297
Skilled Craft Workers	86,735	3,146	96.5%	3.5%	86,196	2,786	96%	3%	89,881
Service & Maintenance	27,087	6,149	81.5%	18.5%	22,933	10,303	69%	31%	33,236



**PARK CITY TRANSIT DEPARTMENT**  
**LONG-TERM EEO GOALS SUMAMRY**  
(Summit 40%, Wasatch 26%, 14% Salt Lake)

<b>Park City Transportation Labor Force (Target)</b>									
EEO-4 Occupation Category	Current Labor Force by Gender				Available Labor Force by Race				Totals
	#		%		#		%		
	Males	Females	Males	Females	White	Other	White	Other	
Officials & Managers	0	0	0%	0%	0	0	0%	0%	0
Administrative Support Workers	4	2	66.7%	33.3%	2	4	33%	67%	6
Skilled Craft Workers	1	1	50.0%	50.0%	1	1	50%	50%	2
Service & Maintenance	60	40	60.0%	40.0%	60	40	60%	40%	100

EEO-4 Occupation Category	Current Differences in %			
	Available Labor		Available Labor	
	%		%	
	Males	Females	White	Other
Officials & Managers	8.8%	-8.8%	-39.2%	39.5%
Administrative Support Workers	48.7%	-51.9%	-2.2%	2.3%
Skilled Craft Workers	3.5%	-3.5%	-8.4%	9.4%
Service & Maintenance	-2.7%	2.7%	-11.0%	11.0%

EEO-4 Occupation Category	Long-term Goals Balanced %			
	Available Labor		Available Labor	
	%		%	
	Males	Females	White	Other
Officials & Managers	0.0%	0.0%	0.0%	0.0%
Administrative Support Workers	15.4%	7.7%	7.7%	15.4%
Skilled Craft Workers	10.0%	10.0%	10.0%	10.0%
Service & Maintenance	25.2%	16.8%	25.2%	16.8%

Long-term goals include:

- Shift two Administrative Support Worker positions to female filled positions with department turnover.
- Shifting one Craft Worker position to a minority filled position with department turnover.
- Service & Maintenance Worker adding female positions with department turnover.

**PARK CITY TRANSIT DEPARTMENT  
CURRENT WORKFORCE BY ALL EEO RACE CATERGORIES**

<b>Park City Transit Department Current Workers by all EEO Race Categories</b>																	
<b>Gender</b>		<b>MALE</b>							<b>Total Males</b>	<b>FEMALE</b>							<b>Total Females</b>
	<b>Total Employees</b>	<b>Caucasian</b>	<b>Hispanic</b>	<b>Black</b>	<b>Asian / Pacific Islander</b>	<b>Native American / Alaskan</b>	<b>Two or more races (not Hispanic or Latino)</b>		<b>Caucasian</b>	<b>Hispanic</b>	<b>Black</b>	<b>Asian / Pacific Islander</b>	<b>Native American / Alaskan</b>	<b>Two or more races (not Hispanic or Latino)</b>			
Seasonal-Part Time	73	31	12	6	7	-	-	56	9	7	-	1	-	-	17		
Regular Full Time-Contract	95	53	13	3	1	-	1	71	18	4	-	-	1	1	24		
<b>Total Employees</b>	<b>168</b>	<b>84</b>	<b>25</b>	<b>9</b>	<b>8</b>	<b>-</b>	<b>1</b>	<b>127</b>	<b>27</b>	<b>11</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>41</b>		

**PARK CITY CURRENT WORKFORCE BY VETERAN/DISABILITY STATUS**

<b>Veteran Status Reported</b>	
YES	3
NO	41
<b>Veteran Status Not Reported</b>	
NOT DISCLOSED	124

<b>Disability Status Reported</b>	
YES	0
NO	41
<b>Disability Status Not Reported</b>	
NOT DISCLOSED	127

## 2019 DISCIPLINARY ACTIONS

Disciplinary Actions					
Employee Type	Race	Disciplinary Action	Sex	Count	Count %
Full-Time	White	Reprimand	F	7	13%
Full-Time	White	Reprimand	M	18	33%
Full-Time	Hispanic	Reprimand	F	4	7%
Full-Time	Hispanic	Reprimand	M	6	11%
Full-Time	Black	Reprimand	M	2	4%
Full-Time Seasonal	White	Reprimand	F	3	5%
Full-Time Seasonal	White	Reprimand	M	5	9%
Full-Time Seasonal	Hispanic	Reprimand	F	1	2%
Full-Time Seasonal	Hispanic	Reprimand	M	1	2%
Full-Time Seasonal	Black	Reprimand	M	3	5%
Full-Time Seasonal	Asian	Reprimand	M	1	2%
Full-Time	White	Termination	F	1	2%
Full-Time	White	Termination	M	2	4%
Full-Time	Hispanic	Termination	M	1	2%
<b>TOTAL</b>				<b>55</b>	<b>100%</b>

## HOW TO APPLY TO OBTAIN EMPLOYMENT WITHIN THE PARK CITY TRANSIT DEPARTMENT

- Visit Park City's Website at <https://www.parkcity.org/>
- Select the **Jobs** tab located on the top of home page
- Select posting from our current openings to get more detailed information about the position. Once open click **Apply**
- Enter the following **\*Required** information and select **Continue**:
  - Name, email, and phone number
  - Select how you would like to receive verification code to be sent to you either by email or text and select **Continue**
  - Enter Verification code and select **Continue** to proceed with the application process
- Enter personal information
  - Upload resume or choose to enter professional details and select **Continue**
- Answer four (4) questions related to the specific job you are applying for and select **Continue**
- Check box to **Attest** your application and enter your full name and select **Submit Application** to submit your application
- You will receive an email confirmation of receipt of your application being submitted



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Bus Operator I**  
**Transportation Division – Public Works Department**  
**Position # 14212**  
**Reports to: Transit Shift Supervisors**  
**Salary Range: \$16.07 - \$21.26**  
**Updated: February 2018      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under the direction and supervision of Shift Supervisors, Bus Operator IV's and Bus Operator III's and the general direction and guidance of the Transit Manager and Transit Operations Supervisor, is responsible for the safe operation of buses and transportation of passengers over assigned routes throughout Park City and Summit County. Performs related duties as assigned to ensure efficient Transit operations.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Responsible for safely and efficiently operating buses on designated routes during daily shift assignments throughout the Park City and Summit County community, maintaining a time schedule whenever possible without compromising safety.

\*Skilled and knowledgeable in the safe and efficient operation of multiple types and sizes of Transit vehicles, including diesel and electric power plants, body-on-chassis vehicles, and low-floor Transit coaches of varying lengths.

\*Performs daily pre- and post-trip inspections of vehicles in accordance with Department of Transportation (DOT) and Federal Transportation Administration (FTA) regulations and communicates safety concerns and maintenance needs both verbally and in writing to the Fleet department to ensure the maximum safety of vehicles during operation.

\*Performs basic vehicle maintenance on a daily basis, such as maintaining appropriate levels of fuel, radiator coolant, oil, tire pressure, and cleaning of the interior and exterior of vehicle, including sweeping/mopping the interior as necessary, searching for lost articles, and cleaning windshield and windows.

\*Delivers superior customer service and functions as an ambassador for the City through professional and courteous interactions with coworkers, the public, and users of the transit system while adhering to all City and departmental safety policies and procedures. Maintains a high standard in two-way radio

communications, physical appearance, and dress and demonstrates a high level of attention to detail in carrying out tasks and projects. Provides information and directions for passengers, both on and off the bus, both verbally and by providing informational brochures, schedules, and maps.

\*Physically assists passengers boarding and unloading with different types of equipment, such as skis, bicycles, luggage, wheelchairs, etc., as requested and complies with Americans with Disabilities Act (ADA) requirements for transporting disabled passengers, such as announcing stops, offering assistance, securing wheelchairs, and equipment, etc.

\*In the event of an accident, vehicle break down, fire, or other emergency, ensures passenger safety and assists those needing assistance in evacuating the bus and securing the scene for safety and ensures that all accident reports and associated documentation are properly maintained.

\*When warranted and appropriate, recognizes the accomplishments of others and is engaged in providing positive feedback to others. Communicates, both verbally and in writing, with Shift Supervisors and team members regarding policies, incidents, accidents, safety concerns, maintenance needs, and scheduling.

\*Proficient in the use and application of multiple transit technologies, including the ITS/AVL bus locator systems, destination signs, two-way radio systems. Provides accurate verbal and written feedback to Shift Supervisors and Team Leaders regarding system maintenance and improvement of transit technologies and ITS systems.

\*Actively maintains the cleanliness of bus garages, bus shelters, bus stops, storage areas, and facilities and is proficient and certified in the proper use of the bus wash, fuel island, floor sweeper, forklift, snow removal equipment, loader and other Transit Department equipment as required or assigned by Supervisors.

\*Performs other duties as assigned by Managers, Shift Supervisors, and senior Bus Operators, including the installation and maintenance of bus shelters, bus stops, signs, maps, and public service announcements, bus and facility detailing, maintenance, and cleaning, snow removal, or other non-driving miscellaneous tasks. Demonstrates the ability to plan ahead, proactively work towards resolving issues, and solve problems.

\*Able and willing to work day or evening shifts, weekends, and holiday shifts as assigned. Works a variety of assigned shifts including "in house," special service requests, extra shifts during special events or in the event of operator shortage and fills in for absent operators as assigned or directed.

\*Able to adhere to the work requirements of seasonal service demands, including overtime and extra shift requirements, and limited availability of time off during peak service demands and special events.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge, understanding, and ability to adhere to Federal Transportation Administration (FTA), Department of Transportation (DOT), and Federal Motor Carrier Safety Administration (FMCSA) regulations.

- Safe operation of vehicle with few or no at fault accidents.
- Ability to read English and interpret traffic signs, schedules and posted memos.
- Ability to perform under a variety of pressures and deal with distractions while driving.
- Ability to learn streets, locations, restaurants and hotels of the Park City area.
- Skilled in interpersonal communications, both verbally and in writing.
- Ability to safely operate a bus under adverse weather conditions.
- Ability to respond professionally to passenger requests/questions, and all two-way radio communications.
- Ability to be seated in a moving vehicle for extensive periods.
- Ability to learn state laws and safety regulations
- Ability to work outside in adverse weather conditions
- Ability to take direction from assigned supervisor and senior bus operators
- Ability to complete required OSHA workplace safety training courses.
- Ability to obtain the National Incident Management System (NIMS) IS-100pwb certification.

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- Must be at least 21 years of age
- Ability to pass and maintain physical requirements
- Safety sensitive position requires mandatory and/or random drug and alcohol screenings.
- Acceptable driving record
- Current Utah Driver's
- Ability to obtain a Utah Class B Commercial Driver License

### **Preferred:**

- Spanish speaking skills
- Prior CDL experience
- Six months relevant bus or driving experience

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit and stand for extended periods, walk, talk and hear and understand speech at normal levels.
- The employee is frequently required to use hands to finger, handle or operate objects, controls, or tools.
- Must be able to reach with hands and arms, climb or balance, bend, stoop, kneel, crouch or crawl; ability to ascend and descend steps. Ability to reach and turn body in all directions.
- The employee must occasionally lift and move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus. Ability to see for the purpose of reading, observing passengers and operating a vehicle during day and night time conditions.

## **WORK ENVIRONMENT**

The employee works near moving vehicles, machinery, & mechanical parts.

Work is performed inside a bus and outdoor settings, in all weather conditions including extreme temperatures day and/or night.

May be assigned to outdoor operations for extended periods of time, such as snow removal and facility

maintenance, in all weather conditions including extreme winter conditions.  
Considerable exposure to stressful situations including passenger questions, complaints, traffic and general transit operations and city information inquiries.  
The noise level includes diesel engine noise, passenger noise and is usually normal to moderate.  
Non-traditional working hours which include evenings and weekends.  
Occasional on-call working hours including evenings and weekends.  
Work includes day, swing and night shifts, holidays and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Bus Operator II**  
**Transportation Division – Public Works Department**  
**Reports to: Transit Shift Supervisors**  
**Salary Range: \$16.20 - \$21.26**  
**Updated: January 2018      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under the direction and supervision of Shift Supervisors, Bus Operator IV's and Bus Operator III's and the general direction and guidance of the Transit Manager and Transit Operations Supervisor, is responsible for the safe operation of buses and transportation of passengers over assigned routes throughout Park City and Summit County. Performs related duties as assigned to ensure efficient Transit operations.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Responsible for safely and efficiently operating buses on designated routes during daily shift assignments throughout the Park City and Summit County community, maintaining a time schedule whenever possible without compromising safety.

\*Skilled and knowledgeable in the safe and efficient operation of multiple types and sizes of Transit vehicles, including diesel and electric power plants, body-on-chassis vehicles, and low-floor Transit coaches of varying lengths.

\*Performs daily pre- and post-trip inspections of vehicles in accordance with Department of Transportation (DOT) and Federal Transportation Administration (FTA) regulations and communicates safety concerns and maintenance needs both verbally and in writing to the Fleet department to ensure the maximum safety of vehicles during operation.

\* Performs basic vehicle maintenance on a daily basis, such as maintaining appropriate levels of fuel, radiator coolant, oil, tire pressure, and cleaning of the interior and exterior of vehicle, including sweeping/mopping the interior as necessary, searching for lost articles, and cleaning windshield and windows.

\*Delivers superior customer service and functions as an ambassador for the City through professional and courteous interactions with coworkers, the public, and users of the transit system while adhering to all City and departmental safety policies and procedures. Maintains a high standard in two-way radio communications, physical appearance, and dress and demonstrates a high level of attention to detail in

carrying out tasks and projects. Provides information and directions for passengers, both on and off the bus, both verbally and by providing informational brochures, schedules, and maps.

\*Physically assists passengers boarding and unloading with different types of equipment, such as skis, bicycles, luggage, wheelchairs, etc., as requested and complies with Americans with Disabilities Act (ADA) requirements for transporting disabled passengers, such as announcing stops, offering assistance, securing wheelchairs, and equipment, etc.

\*In the event of an accident, vehicle break down, fire, or other emergency, ensures passenger safety and assists those needing assistance in evacuating the bus and securing the scene for safety and ensures that all accident reports and associated documentation are properly maintained.

\*Provides guidance and coaching to Bus Operator I personnel and sets the example for subordinates through their actions, behavior, and through truthful, accurate, objective, factual, and professional written and verbal statements. Assists Bus Operator I coworkers with instruction regarding proper operation of buses, answers questions and provides clarification of policies and procedures when warranted and appropriate, recognizes the accomplishments of others and is engaged in providing positive feedback to others. Communicates, both verbally and in writing, with Shift Supervisors and team members regarding policies, incidents, accidents, safety concerns, maintenance needs, and scheduling.

\*Proficient in the use and application of multiple transit technologies, including the ITS/AVL bus locator systems, destination signs, two-way radio systems, and is capable of training other bus operators in the correct use and procedures for operating such systems properly. Provides accurate verbal and written feedback to Shift Supervisors and Team Leaders regarding system maintenance and improvement of transit technologies and ITS systems.

\*Actively maintains the cleanliness of bus garages, bus shelters, bus stops, storage areas, and facilities and is proficient and certified in the proper use of the bus wash, fuel island, floor sweeper, forklift, snow removal equipment, loader and other Transit Department equipment and is able to train other Transit staff in their use.

\*Possesses a working knowledge of Americans with Disabilities Act (ADA) regulations and has a demonstrated ability to perform duties associated with operating paratransit service including the safe transportation of passengers with disabilities, providing exceptional customer service while adhering to Transit Department and City policies and procedures, performing auxiliary tasks with minimal supervision, and providing detailed, accurate, and objective written and verbal reports to dispatchers and supervisors.

\*Performs other duties as assigned by Managers, Shift Supervisors, and senior Bus Operators, including assisting with the training of new and return seasonal drivers, installation and maintenance of bus shelters, bus stops, signs, maps, and public service announcements, miscellaneous non-driving tasks, such as bus and facility detailing, maintenance, and cleaning, operating special service assignments, paratransit service, or other non-driving tasks. Demonstrates the ability to plan ahead, proactively work towards resolving issues, and solve problems.

\*Able and willing to work day or evening shifts, weekends, and holiday shifts as assigned. Works a variety of assigned shifts including Operations Support functions, paratransit, Route Operations Coordinator, special service requests, extra shifts during special events or in the event of operator shortage and fills in for absent operators as assigned or directed.

\*Able to adhere to the work requirements of seasonal service demands, including overtime and extra shift requirements, and limited availability of time off during peak service demands and special events.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge, understanding, and ability to adhere to Federal Transportation Administration (FTA), Department of Transportation (DOT), and Federal Motor Carrier Safety Administration (FMCSA) regulations.
- Safe operation of vehicle with few or no at fault accidents.
- Ability to read English and interpret traffic signs, schedules and posted memos.
- Ability to perform under a variety of pressures and deal with distractions while driving.
- Ability to learn streets, locations, restaurants and hotels of the Park City area.
- Skilled in interpersonal communications, both verbally and in writing.
- Ability to safely operate a bus under adverse weather conditions.
- Ability to respond professionally to passenger requests/questions, and all two-way radio communications.
- Ability to be seated in a moving vehicle for extensive periods.
- Ability to learn state laws and safety regulations
- Ability to work outside in adverse weather conditions
- Ability to take direction from assigned supervisor and senior bus operators
- Ability to complete required OSHA workplace safety training courses.
- Ability to obtain the National Incident Management System (NIMS) IS-100pwb certification.

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- Must be at least 21 years of age
- Ability to pass and maintain DOT Physical Requirements including mandatory and random drug screening.
- Acceptable driving record
- Current Utah Class B Commercial Driver's License with passenger endorsement and air brakes or prior CDL licensure and ability to reinstate license.

### **Preferred:**

- Spanish speaking skills
- Prior CDL experience
- Six months relevant bus or driving experience

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit and stand for extended periods, walk, talk and hear and understand speech at normal levels.
- The employee is frequently required to use hands to finger, handle or operate objects, controls,

or tools.

- Must be able to reach with hands and arms, climb or balance, bend, stoop, kneel, crouch or crawl; ability to ascend and descend steps. Ability to reach and turn body in all directions.
- The employee must occasionally lift and move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus. Ability to see for the purpose of reading, observing passengers and operating a vehicle during day and night time conditions.

## **WORK ENVIRONMENT**

Work is performed primarily inside a commercial passenger bus

The employee works near moving vehicles, machinery, & mechanical parts.

Work is performed inside a bus and outdoor settings, in all weather conditions including extreme temperatures day and/or night.

Considerable exposure to stressful situations including passenger questions, complaints, traffic and general transit operations and city information inquiries.

The noise level includes diesel engine noise, passenger noise and is usually normal to moderate.

Non-traditional working hours which include evenings and weekends.

Occasional on-call working hours including evenings and weekends.

Work includes day, swing and night shifts, holidays and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Bus Operator III**  
**Transportation Division – Public Works Department**  
**Position # 14214**  
**Reports to: Transit Shift Supervisors**  
**Salary Range: \$16.50 - \$23.09**  
**Updated: January 2018      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under the direction and supervision of Shift Supervisors, Bus Operator IV's and Bus Operator III's and the general direction and guidance of the Transit Manager and Transit Operations Supervisor, is responsible for the safe operation of buses and transportation of passengers over assigned routes throughout Park City and Summit County. Performs various related duties and specialized tasks as assigned, including Route Operations Coordinator, operator training, research and clerical work, marketing, paratransit operations, and facility maintenance.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Responsible for safely and efficiently operating buses on designated routes during daily shift assignments throughout the Park City and Summit County community, maintaining a time schedule whenever possible without compromising safety.

\*Skilled and knowledgeable in the safe and efficient operation of multiple types and sizes of Transit vehicles, including diesel and electric power plants, body-on-chassis vehicles, and low-floor Transit coaches of varying lengths.

\*Performs daily pre- and post-trip inspections of vehicles in accordance with Department of Transportation (DOT) and Federal Transportation Administration (FTA) regulations and communicates safety concerns and maintenance needs both verbally and in writing to the Fleet department to ensure the maximum safety of vehicles during operation.

\*Performs basic vehicle maintenance on a daily basis, such as maintaining appropriate levels of fuel, radiator coolant, oil, tire pressure, and cleaning of the interior and exterior of vehicle, including sweeping/mopping the interior as necessary, searching for lost articles, and cleaning windshield and windows.

\*Delivers superior customer service and functions as an ambassador for the City through professional and courteous interactions with coworkers, the public, and users of the transit system while adhering to all City and departmental safety policies and procedures. Maintains a high standard in two-way radio communications, physical appearance, and dress and demonstrates a high level of attention to detail in

carrying out tasks and projects. Provides information and directions for passengers, both on and off the bus, both verbally and by providing informational brochures, schedules, and maps.

\*Physically assists passengers boarding and unloading with different types of equipment, such as skis, bicycles, luggage, wheelchairs, etc., as requested and complies with Americans with Disabilities Act (ADA) requirements for transporting disabled passengers, such as announcing stops, offering assistance, securing wheelchairs, and equipment, etc.

\*In the event of an accident, vehicle break down, fire, or other emergency, ensures passenger safety and assists those needing assistance in evacuating the bus and securing the scene for safety and ensures that all accident reports and associated documentation are properly maintained.

\*Provides guidance and coaching to Bus Operator I and Bus Operator II personnel and sets the example for subordinates through their actions, behavior, and through truthful, accurate, objective, factual, and professional written and verbal statements. Assists Bus Operator I and Bus Operator II coworkers with instruction regarding proper operation of buses, answers questions and provides clarification of policies and procedures when warranted and appropriate, recognizes the accomplishments of others and is engaged in providing positive feedback to others. Supports subordinate personnel while on route by providing direction and assisting in resolving problems or issues. Communicates, both verbally and in writing, with Shift Supervisors and team members regarding policies, incidents, accidents, safety concerns, maintenance needs, and scheduling.

\*Supports Bus Operator IV and Shift Supervisors in training new and return seasonal staff, both in a classroom setting and while on route, providing instruction on proper routing, policies, procedures, laws and regulations, and proper defensive driving techniques. Provides guidance and feedback for improvement to trainees and follows up with supervisors both verbally and in writing regarding trainees' progress, issues, and training needs and maintains appropriate documentation throughout the training process.

\*Proficient in the use and application of multiple transit technologies, including the ITS/AVL bus locator systems, destination signs, two-way radio systems, and is capable of training other bus operators in the correct use and procedures for operating such systems properly. Provides accurate verbal and written feedback to Shift Supervisors and Team Leaders regarding system maintenance and improvement of transit technologies and ITS systems.

\*Actively maintains the cleanliness of bus garages, bus shelters, bus stops, storage areas, and facilities and is proficient and certified in the proper use of the bus wash, fuel island, floor sweeper, forklift, snow removal equipment, loader and other Transit Department equipment and is able to train other Transit staff in their use.

\*As assigned, serves as the on-duty Route Operations Coordinator and/or Dispatcher for daily operations, which includes responsibility for maintaining on-time system-wide schedule performance, maintaining shift coverage, assisting bus operators in the event of mechanical problems, route delays and passenger related problems, providing route coverage during accidents and incidents, and monitoring on-time performance at system time points. Ensures that subordinate staff completes necessary documentation and accident or incident reports, and provides accurate and objective written reports to supervisors regarding daily operations.

\*Possesses excellent knowledge of Americans with Disabilities Act (ADA) regulations and has a

demonstrated ability to perform duties associated with operating paratransit service including the safe transportation of passengers with disabilities, providing exceptional customer service while adhering to transit Department and City policies and procedures, performing auxiliary tasks with minimal supervision, and providing detailed, accurate, and objective written and verbal reports to dispatchers and supervisors.

\*Understands and has the ability to perform the duties and functions of the Mobility Dispatcher position which includes, but is not limited to, answering phone calls, taking reservations, scheduling rides, responding to passenger requests and concerns, monitoring two-way radio traffic of paratransit operators, resolving on-route issues and scheduling conflicts, and makes necessary decisions required for the smooth operation of the system with excellent judgment and professionalism.

\*Supports the Transit Manager, as assigned, in performing tasks necessary to implement Transit marketing campaigns and marketing efforts within local markets such as the Park Record, KPCW, and PCTV and ensures information and maps are accurate for publication.

\*Performs other duties as assigned by Managers, Shift Supervisors, and senior Bus Operators, including assisting with the training of new and return seasonal drivers, installation and maintenance of bus shelters, bus stops, signs, maps, and public service announcements, miscellaneous non-driving tasks, such as bus and facility detailing, maintenance, and cleaning, operating special service assignments, paratransit service, or other non-driving tasks. Demonstrates the ability to plan ahead, proactively work towards resolving issues, and solve problems.

\*Participates in relevant bus operator training such as continuing bus operator training programs, defensive driving, and regulatory updates pertaining to DOT and ADA information.

\*Able and willing to work day or evening shifts, weekends, and holiday shifts as assigned. Works a variety of assigned shifts including "in house," paratransit, Route Operations Coordinator, Mobility Dispatcher, special service requests, training, extra shifts during special events or in the event of operator shortage and fills in for absent operators as assigned or directed.

\*Able to adhere to the work requirements of seasonal service demands, including overtime and extra shift requirements, and limited availability of time off during peak service demands and special events.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge, understanding, and ability to adhere to Federal Transportation Administration (FTA), Department of Transportation (DOT), and Federal Motor Carrier Safety Administration (FMCSA) regulations.
- Safe operation of vehicle with few or no at fault accidents.
- Ability to read English and interpret traffic signs, schedules and posted memos.
- Ability to perform under a variety of pressures to deal with distractions while driving.
- Exceptional knowledge of the streets, locations, restaurants and hotels of the Park City area.
- Ability to work in a team environment to achieve department and City goals and objectives.
- Skilled in interpersonal communications, both verbally and in writing.
- Ability to safely operate a bus under adverse weather conditions.
- Ability to respond professionally to passenger requests/questions and all two way radio communications.

- Ability to be seated in a moving vehicle for extensive periods.
- Exceptional knowledge of policies and procedures and following such.
- Skilled in taking and scheduling passenger reservations.
- Exceptional knowledge of routes and time points and detail oriented for the purpose of proof reading passenger count sheets, maps and schedules.
- Knowledge of laws, DOT Safety Regulations and policies governing the safe transport of passengers, and ability to teach/communicate/incorporate these laws in a training setting.
- Ability to write and develop written materials such as training and procedure manuals.
- Ability to make accurate, objective written reports.
- Computer literacy and skilled in the use of Microsoft Office software.
- Ability to train drivers in a classroom setting as well as on the road.
- Ability to work outside in adverse weather conditions, including extreme winter conditions
- Ability to accomplish assigned tasks with little or no supervision.
- Ability to complete special projects or training assignments with minimal supervision
- Ability to deal effectively with conflict in the workplace and make decisions consistent with core values and departmental goals.
- Ability to deliver excellent customer service under a variety of pressures.
- Knowledge and understanding of ADA regulations and Mobility service guidelines and operation.
- Ability to train new and return operators in both a classroom and on the road setting.
- Ability to complete required OSHA workplace safety training courses.
- Ability to obtain the National Incident Management System (NIMS) IS-100pwb certification.

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- High School Diploma or equivalent.
- Must be at least 21 years of age
- Ability to pass and maintain DOT Physical Requirements
- Safety sensitive position requires mandatory and/or random drug and alcohol screenings.
- Current Utah Class B Commercial Driver's License with passenger and air brakes endorsements
- Ability to supervise the work of others
- Working knowledge of Park City & Summit County transit routes and operations
- Prior CDL driving experience

### **Preferred:**

- Spanish Speaking Skills
- Twelve months relevant bus or driving experience
- At least one winter season as a Bus Operator II with Park City Transit.

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit and stand for extended periods, walk, talk and hear and understand speech at normal levels.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.

- Must be able to reach with hands and arms, climb or balance, bend, stoop, kneel, crouch or crawl; ability to ascend and descend steps. Ability to reach and turn body in all directions.
- The employee must occasionally lift and move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus. Ability to see for the purpose of reading, observing passengers and operating a vehicle during day and night time conditions.

## **WORK ENVIRONMENT**

Work is performed primarily inside a commercial passenger bus

The employee works near moving vehicles, machinery, & mechanical parts.

Work is performed inside a bus and outdoor settings, in all weather conditions including extreme temperatures day and/or night.

(Periodic/considerable) exposure to stressful situations including passenger questions, complaints and general transit operations and city information inquiries.

The noise level includes diesel engine noise, passenger noise and is usually normal to moderate.

Non-traditional working hours which include evenings and weekends.

Occasional on-call working hours including evenings and weekends.

Work includes day, swing and night shifts, holidays and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION**

**JOB DESCRIPTION**

**Bus Operator IV**  
**Transportation Division – Public Works Department**  
**Salary Range: \$18.00 - \$26.62**  
**Reports to: Transit Shift Supervisors**

**JOB SUMMARY**

Under the general direction and supervision of the Transit Manager, Transit Operations Supervisor, and Transit Shift Supervisors, performs a variety of tasks related to the safe transportation of passengers around Park City, including responsibility for system wide policy adherence and on-time performance. Responsible for decision making including the most effective and efficient routing alternatives, in order to minimize service interruptions, and provide accurate verbal and written reports of events, accidents and driver performance. Perform administrative, analytical and reporting tasks as assigned.

**EXAMPLES OF REQUIRED JOB DUTIES**

\*Functions as the lead Route Operations Coordinator and/or Dispatcher for daily Transit department operations and provides front-line guidance and supervision of on-route bus operators and auxiliary personnel, including feedback regarding on-the-road problems, recommendations for improvements and implementing improvements.

\*Monitors on-time performance at system time points, assists bus operators in the event of mechanical problems, route delays and passenger related problems and acts as a crew leader or foreman responsible for the completion and quality of projects, such as inspecting and maintaining bus stops, signs, shelters, benches, walk paths, passenger amenities, and auditing the accuracy of bus schedules, time point signs and operating documents.

\*Interprets and implements City and departmental safety policies and ensures procedures are adhered to in day to day operations.

\*Provides support to Shift Supervisors and Managers with the scheduling of bus routes and route planning activities, prepares a variety of reports and maintains records relative to transit operations. Performs analytical tasks, and compiles operational street and performance data for system wide service standards and performance indicators.

\*Responsible for safely and efficiently operating buses on designated routes during daily shift assignments throughout the Park City and Summit County community, maintaining a time schedule whenever possible without compromising safety.

\*Performs daily pre- and post-trip inspections of vehicles in accordance with Department of Transportation (DOT) and Federal Transportation Administration (FTA) regulations and communicates

safety concerns and maintenance needs both verbally and in writing to the Fleet department to ensure the maximum safety of vehicles during operation.

\*Performs basic to moderate vehicle maintenance on a daily basis, such as maintaining appropriate levels of fuel, radiator coolant, oil, tire pressure, changing headlights, replacing windshield wipers, and cleaning of the interior and exterior of vehicle, including sweeping/mopping the interior as necessary, searching for lost articles, and cleaning windshield and windows.

\*Investigate and provide accurate reports of accidents and public complaints involving transit vehicles and employees.

\*Assist bus operators with preparation of written accident reports, and review each report for completeness and accuracy.

\*Makes “post-accident” and “reasonable suspicion” determinations of drug and alcohol testing in accordance with Federal Transportation Administration regulations and transports employees to collection site as the acting Route Operations Coordinator.

\*Evaluate and recommend actions or programs for the reduction of potential risks of loss, damage or injury to employees or passengers.

\*Possesses the ability to acquire and maintain a Utah Department of Transportation (UDOT) State 3<sup>rd</sup> Party CDL Tester Certification and attends all necessary follow-up training courses mandated by the United States Department of Transportation (DOT). As assigned, schedules and conducts CDL licensing tests in accordance with UDOT rules and regulations for new operators, provides follow-up testing as required, records test results in the CSTIMS database, and maintains appropriate documentation.

\*Delivers superior customer service and functions as an ambassador for the City through professional and courteous interactions with coworkers, the public, and users of the transit system while adhering to all City and departmental safety policies and procedures. Demonstrates effective and respectful communication and interaction with other employees, supervisors, individuals from other organizations and passengers. Maintains a high standard in two-way radio communications, physical appearance, and dress and demonstrates a high level of attention to detail in performing tasks and projects. Provides information and directions for passengers, both on and off the bus, both verbally and by providing informational brochures, schedules, and maps.

\*Physically assists passengers boarding and unloading with different types of equipment, such as skis, bicycles, luggage, wheelchairs, etc., as requested and complies with Americans with Disabilities Act (ADA) requirements for transporting disabled passengers, such as announcing stops, offering assistance, securing wheelchairs, and equipment, etc.

\*In the event of an accident, vehicle break down, fire, or other emergency, ensures passenger safety and assists those needing assistance in evacuating the bus and securing the scene for safety and ensures that all accident reports and associated documentation are properly maintained.

\*Provides guidance and coaching to Bus Operator I, II, and III personnel and sets the example for subordinates through their actions, behavior, and through truthful, accurate, objective, factual, and professional written and verbal statements. Assists Bus Operator I, II, and III coworkers with instruction regarding proper operation of buses, answers questions and provides clarification of policies and procedures when warranted and appropriate, recognizes the accomplishments of others and is engaged in providing positive feedback to others. Supports subordinate personnel while on route by providing direction and assisting in resolving problems or issues. Communicates, both verbally and in writing, with Shift Supervisors and team members regarding policies, procedures, incidents, accidents, safety concerns, maintenance needs, and scheduling.

\*Conducts staff training and safety programs for new operators, return seasonal staff, and follow-up and remedial training, both in a classroom setting and while on route, providing instruction on proper routing, policies, procedures, laws and regulations, and proper defensive driving techniques.

\*Assists Shift Supervisors in recruiting, interviewing, and hiring prospective employees and monitors, evaluates and reports the performance of bus operators on the job and in training, and provide accurate, objective written reports about their performance.

\*Assists with the development and design of specific training programs to facilitate the instruction of Bus Operator I, II, and III in the proper operation of buses and correct deficiencies. Demonstrates proficiency in classroom teaching skills and comprehension of laws related to passenger transportation, answers questions and provides clarification of policies and procedures. Provides guidance and feedback for improvement to trainees and follows up with supervisors both verbally and in writing regarding trainees' progress, issues, and training needs and maintains appropriate documentation throughout the training process.

\*Proficient in the use and application of multiple transit technologies, including the ITS/AVL bus locator systems, destination signs, two-way radio systems, and trains other bus operators in the correct use and procedures for operating such systems properly. Provides accurate verbal and written feedback to Shift Supervisors and Team Leaders regarding system maintenance and improvement of transit technologies and ITS systems. Maintain necessary reports and records relative to the operation of the AVL system and provides data from systems such as Command Point and Replay to Supervisors and Team Leaders as requested.

\*Actively maintains the cleanliness of bus garages, bus shelters, bus stops, storage areas, and facilities and is proficient and certified in the proper use of the bus wash, fuel island, floor sweeper, forklift, snow removal equipment, loader and other Transit Department equipment and is able to train other Transit staff in their use.

\*As assigned, serves as the on-duty Route Operations Coordinator and/or Dispatcher for daily operations, which includes responsibility for maintaining on-time system-wide schedule performance, maintaining shift coverage, assisting bus operators in the event of mechanical problems, route delays and passenger related problems, providing route coverage during accidents and incidents, and

monitoring on-time performance at system time points. Ensures that subordinate staff completes necessary documentation and accident or incident reports, and provides accurate and objective written reports to supervisors regarding daily operations. Communicates, both verbally and in writing, with Shift Supervisors and team members regarding policies, procedures, incidents, accidents, safety concerns, maintenance needs, and scheduling.

\*Possesses excellent knowledge of Americans with Disabilities Act (ADA) regulations and has a demonstrated ability to perform duties associated with operating paratransit service including the safe transportation of passengers with disabilities, providing exceptional customer service while adhering to transit Department and City policies and procedures, performing auxiliary tasks with minimal supervision, and providing detailed, accurate, and objective written and verbal reports to dispatchers and supervisors.

\*Understands and has the ability to perform the duties and functions of the Mobility Dispatcher position which includes, but is not limited to, answering phone calls, taking reservations, scheduling rides, responding to passenger requests and concerns, monitoring two-way radio traffic of paratransit operators, resolving on-route issues and scheduling conflicts, and makes necessary decisions required for the smooth operation of the system with excellent judgment and professionalism.

\*Supports the Transit Manager, as assigned, in performing tasks necessary to implement Transit marketing campaigns and marketing efforts within local markets such as the Park Record, KPCW, and PCTV and ensures public service announcement information and maps are accurate for publication.

\*Performs other duties as assigned by Managers and Shift Supervisors, including assisting with the training of new and return seasonal drivers, installation and maintenance of bus shelters, bus stops, signs, maps, and public service announcements, miscellaneous non-driving tasks, such as bus and facility detailing, maintenance, and cleaning, operating special service assignments, paratransit service, or other non-driving tasks. Demonstrates the ability to plan ahead, proactively work towards resolving issues, and solve problems. Participates in relevant bus operator training such as continuing bus operator training programs, defensive driving, and regulatory updates pertaining to DOT and ADA information.

\*Able and willing to work day or evening shifts, weekends, and holiday shifts as assigned. Works a variety of assigned shifts including “in house,” paratransit, Route Operations Coordinator, Mobility Dispatcher, special service requests, training, extra shifts during special events or in the event of operator shortage and fills in for absent operators as assigned or directed.

\*Able to adhere to the work requirements of seasonal service demands, including overtime and extra shift requirements, and limited availability of time off during peak service demands and special events.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge, understanding, and ability to adhere to Federal Transportation Administration (FTA), Department of Transportation (DOT), and Federal Motor Carrier Safety Administration (FMCSA) regulations.
- Excellent interpersonal, verbal and written communication skills and be able to perform

multiple tasks simultaneously.

- Ability to deal effectively with conflict in the workplace and make decisions consistent with core values and departmental goals.
- Work independently, follow written and verbal instructions.
- Analyze situations accurately and make appropriate decisions and recommendations.
- Fully understand Park City Transit's routes and schedules
- Establish and maintain effective working relationships.
- Safe operation of vehicle with few or no at fault accidents.
- Ability to read English and interpret traffic signs, schedules and posted memos.
- Ability to perform under a variety of pressures to deal with distractions while driving.
- Knowledge of streets, locations, restaurants and hotels of the Park City area.
- Ability to get results from teamwork.
- Ability to safely operate a bus under adverse weather conditions.
- Ability to respond professionally to passenger requests/questions and all two-way radio communications.
- Ability to be seated in a moving vehicle for extensive periods.
- Exceptional knowledge of all routes and time points for the purpose of proof reading passenger count sheets, maps and schedules.
- Skilled in basic computer operations, word processing and spreadsheet software.
- Ability to deliver excellent customer service under a variety of pressures.
- Ability to complete special projects or training assignments with minimal supervision.
- Ability to train new and return operators in both a classroom and on the road setting.
- Ability to complete required OSHA workplace safety training courses.
- Ability to obtain City National Incident Management System (NIMS) certifications

## **EDUCATION AND /OR EXPERIENCE**

### **Required:**

- High School Diploma or equivalent.
- Ability to pass and maintain DOT Physical Requirements
- Safety sensitive position requires mandatory and/or random drug and alcohol screenings.
- Utah Commercial Driver's License class B with passenger and air brake endorsements.
- Complete on-going Park City Transit bus driver training programs including updates on DOT and ADA Para-transit information.
- Minimum 12 months exceptional performance as Bus Driver III with PCMC.
- Attend workshops such as train the trainer, diversity training, supervisor training etc.
- Passenger Service and Safety certification (PASS)
- Participate in Federal Transportation Administration and Department of Transportation mandated Drug & Alcohol testing programs.

### **Preferred:**

- Second language

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit and stand for

- extended periods, walk, talk and hear and understand speech at normal levels.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
  - Must be able to reach with hands and arms, climb or balance, bend, stoop, kneel, crouch or crawl; ability to ascend and descend steps. Ability to reach and turn body in all directions.
  - The employee must occasionally lift and move up to 50 pounds.
  - Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus. Ability to see for the purpose of reading, observing passengers and operating a vehicle during day and night time conditions.

## **WORK ENVIRONMENT**

Work is performed primarily in office, vehicles, and outdoor settings, in all weather conditions including extreme temperatures, and includes day, swing and night shifts.

The employee works near moving vehicles, machinery, & mechanical parts.

Work is performed inside a bus and outdoor settings, in all weather conditions including extreme temperatures day and/or night.

Periodic exposure to stressful situations including passenger questions, complaints and general transit operations and city information inquiries.

The noise level includes diesel engine noise, passenger noise and is usually normal to moderate.

Non-traditional working hours which include evenings and weekends.

Occasional on-call working hours including evenings and weekends.

Work includes day, swing and night shifts.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Building Maintenance II - Transit  
Public Works/Transit Department  
Position # 1TR52  
Reports to: Transit Shift Supervisor  
Salary Range \$16.20 - \$21.26  
Updated: November, 2018 FLSA status: Non-Exempt**

**JOB SUMMARY**

Under the direction of a Transit Shift Supervisor, performs skilled labor and completes complex duties related to building maintenance for the Public Works facility or on-street transit shelters and bus stop areas

**EXAMPLES OF TYPICAL JOB DUTIES**

Actively maintains the cleanliness of bus garages, bus shelters, bus stops, storage areas, and facilities and is proficient and certified in the proper use of the floor sweeper, forklift, snow removal equipment, loader and other Transit Department equipment

Performs janitorial duties throughout transit facilities that may include the following: emptying trash, washing windows, carpet cleaning, mopping, vacuuming and sweeping floors

Provides seasonal maintenance work as needed, including snow removal, painting, plastering, installation and removal of signage, raking & sweeping, power washing

Makes minor repairs and performs preventive maintenance associated with signage, transit shelters, facilities, electric bus chargers and bus stops

May order supplies; maintain inventory control systems to ensure materials availability to meet demand in facility storage locations

Works with city departments and outside groups to assist in special event signage and ground crew operations, such as barricade delivery and removal

Tests, monitors and oversees transit department snow removal equipment to ensure successful routine snow removal

Adheres to all City and departmental safety policies and procedures

Other duties as assigned or directed

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to establish and maintain effective working relationships with employees, other divisions, and the public
- Ability to communicate effectively both verbally and in writing
- Ability to follow verbal and written instructions
- Skilled in providing excellent customer service
- Skilled in general custodial practices
- Ability to lift 50 pounds
- Ability to perform manual labor, including: working on ladders, lifts, rooftops, in boiler rooms, or in cold, hot, or dusty conditions. Ability to work primarily outdoors in winter conditions
- Ability to operate cleaning equipment such as floor scrubs, vacuums and carpet shampoos and snow blowers
- Knowledge of proper safety precautions when using cleaning agents, lifting heavy objects, or when performing maintenance duties in hazardous settings

### **EDUCATION AND/OR EXPERIENCE**

#### **Required:**

- High School Diploma or equivalent
- 1 year custodial experience
- Must have valid Utah driver's license
- 1 year experience in building maintenance repair
- First Aid/CPR Certificate
- Must be able to obtain National Incident Management System (NIMS) IS-100 PWB certification
- Must be able to obtain forklift certification

#### **Preferred:**

- Forklift, loader, or other equipment certifications

### **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools. Ability to climb and pull own weight in and out of equipment.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, and smell.
- The employee must occasionally lift and/or move more than 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

### **WORK ENVIRONMENT**

The employee occasionally works near moving mechanical parts; in high, precarious places, and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic

chemicals.

Work is performed primarily in outdoor settings, in all weather conditions including temperature extremes, and includes day, swing and night shifts.

The noise level in the work environment is usually moderate to low.

Occasional non-traditional working hours which may include evening and weekends.

Occasional on-call working hours including evenings and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Transit Shift Supervisor**  
**Transportation Division – Public Works Department**  
**Position # 14250**  
**Reports to: Transit System Manager**  
**Salary Range \$20.50 - \$30.19**  
**Updated: June 2018      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under the direction from the Transit System Manager, the Transit Shift Supervisor is responsible for supervising a team of Lead Transit Operators. The Transit Shift Supervisor supports the Lead Transit Operators in their job duties and supervisory responsibilities. The Transit Shift Supervisor also assists the Transit System Manager with any projects related to the safe and efficient operation of the Transit System.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Establish appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.

Hires Bus Driver IIIs, IIs and Is with the assistance of Route Leaders. Chooses candidates for these positions that best meet the vision and values of Park City Transit.

Assists Transit System Manager with Operational management duties as assigned.

Assists Lead Transit Operators with the development of effective shift schedules.

Coaches Lead Transit Operators in the instruction of customer service, safety, and effective bus operation principles.

Performs annual reviews for Lead Transit Operators and assists Lead Transit Operators with the annual reviews of bus drivers.

Provides training to Lead Transit Operators on leadership, safety, and effective team management. Assists Lead Transit Operators with training their respective team members.

\*Effectively manage customer relations through both direct contact and outreach programs, and respond to and resolve difficult and sensitive citizen inquires and complaints.

Maintain personnel records, organize work responsibilities, and recommend pay adjustments and driver bonuses.

Develop rotating shifts and assignments during peak volume passenger days and adjust driver schedules and operations to meet the demands of public transportation needs, including special event preparations.

Review accident occurrences and implements methods of preventing and reducing accidents of all types by teaching safety, defensive driving and accident prevention.

With the assistance of Lead Transit Operators and the Transportation Planning Department, evaluates the effectiveness of current routes using available data and feedback. Makes recommendations to the Transit Operations Manager and Transit Leadership Team on new potential routes and changes to current routes in order to maximize route efficiency and Transit resources.

Provides information to and participates in the Transit Leadership Team as needed.

Participates in System Leadership team and performs research or tasks delegated through the System Leadership team.

Assists Lead Transit Operators in ensuring that all bus drivers have adequate safety training.

#### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge, understanding, and ability to adhere to Federal Transportation Administration (FTA), Department of Transportation (DOT), and Federal Motor Carrier Safety Administration (FMCSA) regulations.
- Ability to establish and maintain effective working relationships with employees, other divisions, and the public.
- Ability to effectively supervise, train and evaluate personnel.
- Ability to perform associated duties according to Park City Transit's / Park City Municipal Corp's policies while under pressure and demonstrating respect and courtesy, especially when supervising subordinate personnel.
- Knowledge of the laws and regulations governing the safe transportation of passengers.
- Skilled in the safe operation of buses and other public works vehicles.
- Ability to understand and interpret traffic signals signs, DOT safety regulations, and communicate these regulations to other employees.
- Ability to communicate effectively both verbally and in writing.
- Computer literacy and proficiency in the use of Microsoft Office software.
- Ability to deal calmly and effectively with emergencies and to make and implement decisions in all types of situations.
- Ability to complete required OSHA workplace safety training courses.
- Ability to train new, return, and current operators in both a classroom and on the road setting.
- Ability to obtain National Incident Management System Certifications

#### **EDUCATION AND/OR EXPERIENCE**

**Required:**

- 2+ years demonstrated experience in Transit operations or closely related field
- 2+ years demonstrated supervisory or management experience
- High School Diploma or equivalent
- Ability to pass and maintain DOT physical
- Ability to pass initial and random drug and alcohol tests

**Preferred:**

- A valid Utah Commercial Driver's License with air brakes and passenger endorsement
- 2+ years' experience as a Park City Municipal Bus Driver III or IV
- Post high-school university or technical degree

**PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, run, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools. Ability to climb and pull own weight in and out of equipment
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, taste and smell.
- The employee must occasionally lift and/or move more than 60 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT**

Work is performed primarily in office, vehicles, and outdoor settings, in all weather conditions including extreme temperatures, and includes day, swing and night shifts.

The employee occasionally works near moving mechanical parts and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

Periodic/considerable exposure to stressful situations

May require travel to and from meetings, trainings, and conferences.

The noise level in the work environment is usually moderate.

Occasional on-call working hours including evenings and weekends.

Work includes day, swing and night shifts.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Transportation Marketing Coordinator  
Transit Department  
Reports to: Transit Business Manager  
Salary Range \$20.50 - \$30.19  
Updated: April 2018      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under direction of the Transit Business Manager the Transit/Transportation Marketing Coordinator will manage and maintain transit/transportation public outreach through communication on social media; organize various advertising platforms; act as transit web administrator; and coordinate various multimedia activities with other transit/transportation staff within Park City Municipal and Summit County. Other duties as assigned or directed.

**EXAMPLES OF TYPICAL JOB DUTIES**

Create and implement Park City Transit's social media plan.

\*Regular concise communication on social media posting and campaigns on platforms such as Facebook, Instagram, Twitter, Google+ and or Pinterest. Ensure that postings are consistent with Park City Branded marketing strategies. Postings will be an integrated multimedia effort with transit, transportation, community engagement departments and Summit County.

Coordinate promotion of social posts and the creation / placement of paid social media ads.

\*Conduct regular technical web updates and communicate transit related activities, as administrator on Park City.org Transit Website. Coordinates parallel 'Ride On Park City' initiatives with Summit County through website content and multimedia advertising activities.

\*Organize outgoing Park City Municipal Transit advertising for television bus monitors. Assist with advertising and marketing on local television stations, radio, in news print and internal bus boards. Potential opportunities for videography.

Tracking performance measures related to social media, advertising and marketing initiatives.

\*Develops Transit related public outreach programs in conjunction with City Public Information Staff.

Assists in development and recommendation of administrative policies and procedures that serve as the governing rules for social media, advertising and marketing within Park City Municipal.

Assist with creating and editing copy for promotional ads, PSAs, program guides, presentations, infographics and e-mail campaigns.

Other duties as assigned or directed.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to establish and maintain effective working relationships with other staff, departments, agencies and the general public.
- Excellent creative, written and verbal skills.
- Ability to work collaboratively in a self-managed team environment
- Effective public relations skills.
- Effective organizational skills.
- Ability to work well under pressure, multitask and prioritize.
- Excellent presentation skills.
- Excellent copy editing skills, and proficiency in A.P. style
- Prior experience in implementing social media campaigns tied to specific communication objectives
- Experience with graphic and video editing software, and social media platforms

### **EDUCATION AND/OR EXPERIENCE**

#### **Required:**

- Four-year college degree (Communications/Journalism/Marketing/English or a related field)
- 2 years of relevant work experience
- Microsoft Office experience, including the ability to create and edit documents in Word, Excel, Power Point and Publisher

#### **Preferred:**

- Experience working in a public sector organization
- 4 years of relevant work experience
- Program management experience
- Previous experience working in one of the following: marketing, social media for business, graphic design, photography, photo editing, videography, and/or content writing.

### **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, run, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Ability to climb and pull own weight in and out of equipment.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, taste and smell.
- The employee must occasionally lift and/or move more than 40 pounds.

### **WORK ENVIRONMENT**

Work is performed primarily in a climate controlled office setting. May involved extended periods of

sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

Work is occasionally performed in vehicles, and outdoor settings, in all weather conditions including extreme temperature extremes.

Periodic exposure to stressful situations

May require small amounts of travel to and from meetings, trainings, conferences and court proceedings.

Occasional non-traditional working hours which may include evening and weekend meetings.

Occasional on-call working hours including evenings and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Transit Service Planner**  
**Transit Division – Transportation Department**  
**Reports to: Transit Manager**  
**Salary Range \$20.50 - \$30.19**  
**Updated: March, 2019      FLSA status: Non-Exempt**

**JOB SUMMARY**

Maximizes ridership by determining the most efficient allocation of available equipment and personnel to implement the routes, hours of service and frequency determined by the Transportation Director and Senior Transportation Planners. Creates reliable and efficient schedules for routes. Utilizes software tools to analyze and design system. Uses system knowledge and performance data to improve service. Develops fleet operating plan that delivers reliable service while minimizing miles and hours. Creates operator work assignments, manages labor costs and provides desirable working conditions.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Develops bus schedules by understanding schedule variations such as traffic patterns, daily anomalies, special events impacts, and time allocations. Considers limitations of budget and regulatory criteria, using a firm understanding of budget, DOT regulations, staffing requirements, operator satisfaction, other work assignments, etc.

Develops scheduling to include time points, layovers, deadheads, EOLs, etc.

\*Analyzes effectiveness of existing operating plans. Uses software tools to generate new operating scenarios and evaluates how these meet customer needs, expectations, and budget and operator expectations. Determines problems or issues to be researched and develops solutions.

\*Creates opportunities for timed transfers by understanding customer needs and complex coordination with all modes of transit.

\*Works collaboratively with other City departments to create and ensure special event needs and routes.

\*Reinforces reliable travel times.

\*Collects and uses system knowledge, passenger and trip data to evaluate route effectiveness and make adaptations where improvements are necessary.

\*Occasionally rides all routes to be familiar with time points, route design, potential issues etc. to ensure

continual route improvement.

\*Maintains up-to-date knowledge of industry approaches to creating schedules, fleet assignments and operator work assignments, and evaluates continuously the effectiveness of those approaches. Recommends solutions to Transit Manager as appropriate.

\*Creates and maintains the transit system database in Avail. This includes details of routes, stops, time points, trigger boxes, stop announcements, EOL locations, deadheads, and transfers.

\*Evaluates current and potential scheduling software tools. Prepares and management procurement for new software. Attends regular training to maintain current skills and knowledge. Interacts with software vendors.

\*Performs duties assigned as part of the City's emergency management plan. Responds in emergency situations. Obtains and maintains National Incident Management System Certification and learnings.

Other duties as assigned or directed.

#### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of the State and Federal laws and Regulations governing the transportation of passengers.
- Ability to develop effective working relationships with the internal staff and the public through maintaining a professional attitude.
- Strong knowledge of transit system scheduling concepts and principles.
- Knowledge of scheduling software and its application.
- Ability to analyze facts and exercise sound judgment in decision-making.
- Ability to communicate effectively, both orally and in writing.
- Creative problem solving abilities and demonstrative personal initiative, including the ability to independently supervise projects and meet deadlines.
- Ability to follow oral and written instructions

#### **EDUCATION AND/OR EXPERIENCE**

##### **Required:**

- Bachelor's degree in related field or an equivalent combination of education and work experience.
- 3+ years progressive experience in Transit operations planning and scheduling.

##### **Preferred:**

- Working knowledge of Park City & Summit County transit routes and operations
- Ability to pass and maintain DOT Physical Requirements
- Utah Commercial Driver's License class B with passenger and air brake endorsements

\*Safety sensitive position requires mandatory initial and random drug and alcohol screenings. Must participate in Federal Transportation Administration and Department of Transportation mandated Drug & Alcohol testing programs.

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Must be able to reach with hands and arms.
- The employee must occasionally lift and/or move more than 15 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

Work is performed in a climate controlled office setting with periods of walking and standing. May involve extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

Some exposure to stressful situations

May require small amounts of travel to and from meetings, trainings and conferences and for procurements. In order to inspect, evaluate and recommend changes that benefit the City.

Occasional non-traditional working hours which may include evening and weekend meetings.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Grants & Contracts Administrator  
Transit Division – Transportation Department  
Salary Range \$20.50 - \$30.19  
Reports to: Transit Manager  
Updated: March, 2019      FLSA status: Non-Exempt**

**JOB SUMMARY**

Oversees City transit grant programs including application, grant monitoring, and compliance and reporting. Oversees contracts as necessary through project managers. Ensures system compliance to state and federal regulations, as well as City policies and procedures. Manages transit procurement and service contracts.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Manages and reports on all grant activities. Functions as principal intermediary with UDOT and FTA concerning federal grants. Administers and maintains federal grants. Researches federal grant programs and applies as appropriate. Ensures compliance with all UDOT and federal guidelines to maintain federal funding. Develops and produces all grant amendments, revisions, reports, closeout documents, and any special reports or requests for information.

\*Monitors grant activity monthly prepares and submits reports to Transit Manager. Analyzes regulation updates and disseminates new releases and/or changes of applicable government policies and procedures to appropriate parties.

\*Ensures compliance with all FTA regulations including certs and assurances, procurement, DBE, reporting, Title VI etc.

\*Organizes and reviews grant files to ensure documentation is complete. Verifies appropriate audit trails.

\*Oversees contractors, contracts and consultants in coordination with assigned project manager through projects to ensure compliance to scope, schedule, budget and applicable state and federal regulations. Manages contract modifications in compliance with City and FTA policies.

\*Reviews all invoices, certifies accuracy and initiates payment procedures through department administrative staff. Reconciles errors as necessary.

\*Manages procurement of vehicles equipment, parts, supplies, fuel, and all reporting and compliance of Transit assets.

\*Maintains contract files and records, prepare reports, reconciles differences, etc. Organizes and reviews and contract files to ensure proper documentation is maintained and retained.

\*Oversees certifications and assurances required by FTA. Prepares documentation for City Manager to verify conformance with all FTA requirements.

\*Oversees compliance with inter-local agreements (ILA's) with counties, cities and transit districts. Ensures that Park City Transit is fully compliant with all terms of ILA's.

Oversees and maintains service contracts; such as, bus deep cleaning contract. Develop standards of performance and ensure those standards are articulated within the contract as well as executed in practice.

\*Performs duties assigned as part of the City's emergency management plan. Responds in emergency situations. Obtains and maintains National Incident Management System Certification and learnings.

Other duties as assigned or directed.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of various types of contracts, contract procedures, terms and conditions, and contractual documents.
- Knowledge of procurement and business best practices.
- Knowledge of federal grants, grant coordination and oversight, and application processes.
- Knowledge of FTA certifications and assurances.
- Knowledge of the State and Federal laws and Regulations governing the transportation of passengers.
- Knowledge of federal and state procurement regulations.
- Ability to develop effective working relationships with the internal staff and the public through maintaining a professional attitude.
- Ability to analyze facts and exercise sound judgment in decision-making.
- Ability to communicate effectively, both orally and in writing.
- Creative problem solving abilities and demonstrative personal initiative, including the ability to independently supervise projects and meet deadlines.
- Ability to follow oral and written instructions

## **EDUCATION AND/OR EXPERIENCE**

**Required:**

- Bachelor's degree from an accredited program in procurement, business, finance or other related field.
- 3+ years' contract, procurement and/or grants experience.

**Preferred:**

- Experience in federal and state procurement rules and regulations involving grants, contracts management and administration.

**PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Must be able to reach with hands and arms.
- The employee must occasionally lift and/or move more than 15 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT**

Work is performed in a climate controlled office setting with periods of walking and standing. May involve extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

Some exposure to stressful situations

Occasional physical inspection of transit equipment and facilities to verify asset location and condition.

May require small amounts of travel to and from meetings, trainings and conferences and for procurements. In order to inspect, evaluate and recommend changes that benefit the City.

Occasional non-traditional working hours which may include evening and weekend meetings.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION**

**JOB DESCRIPTION**

**ITS Coordinator II – Transit, Parking, Fleet**

**Transit Department**

**Reports to: Transit & Parking-Fleet Administration Supervisors**

**Salary Range Annually \$54,000 - \$69,460.36**

**Updated: April, 2017      FLSA status: Exempt**

**JOB SUMMARY**

Under the direction of the Transit Administration Supervisor, troubleshoots and resolves hardware and software issues related to Transit ITS, Fleet and Parking technology systems in close coordination with the City I.T. department, responds to service requests from Transit, Parking, and Fleet staff, implements technology integration strategies, and provides instruction and training to systems users.

**EXAMPLES OF TYPICAL JOB DUTIES**

Provides front line technical support and answers service calls from Transit, Parking, and Fleet staff to troubleshoot and support specialized software applications and associated hardware systems. Coordinates with the City IT Department, Transit Administration Team Leader, and staff to resolve hardware and software problems.

Ensures the proper functioning and integration of all Transit ITS hardware and software components and the Avail suite of technology such as MDT's, destination signs, ODK sign interface units, 800 MHz and 12 MHz 2-way radio systems, AVL, IVR, APC's, Stratagen paratransit software suite, Info point, Command point, GPS, GTFS, etc., and troubleshoots, performs diagnostics, and coordinates repairs.

Provides hardware and software support for Transit in-vehicle audio / visual surveillance systems, including troubleshooting problems, performing diagnostics, and coordinating repairs.

Ensures proper functioning and integration of current and future Parking hardware and software systems, such as License Plate Recognition Technology (LPR), payment by cell phone software, IVR systems, parking meters, the T2 suite of technology solutions, etc.

Assists the Transit Administration Team Leader and the Parking / Fleet Team Leader in various Transit-Parking and Fleet Information Technology projects ranging from software and database management, system upgrades, and hardware / software updates. Monitors uptime percentages with full understanding of operational goals as they relate to transit, fleet and parking.

Takes a lead role in project management to ensure seamless integration with existing system and software throughout the process of identifying, evaluating, and implementing future technology projects.

Assists Transit-Fleet and Parking divisions in determining data system needs, coordinates with City I.T. department, consultants, vendors and City staff to develop and implement plans to address those needs.

Works with City I.T. staff, consultants, vendors, and staff to effectively and efficiently utilize the City computer and network systems within the Transit, Parking, and Fleet departments.

Coordinates projects and daily work with minimal suspension, while following up with project priorities'.

Trains staff in operation of specialized Transit, Fleet and Parking data processing equipment, systems, and software. Provides training and assists the Transit Team in utilizing and understanding Avail reporting features such as schedule adherence, on-time reports, replay data, APC data, and query reports for tracking purposes.

Oversees data collection functions, such as collecting and tallying count sheets or collecting and processing raw data from in vehicle APC units. Perform GPS (Global Positioning System) data analysis and collection objectives for the Transit Department.

Develops and maintains various reporting functions and makes recommendations to Team Leaders regarding budgeting needs, personnel, system capacity, and route planning. Produces billing reports, mileage reports, and ridership reports for Team Leaders.

Provides statistical analysis of data to support Team Leaders with developing growth strategy, facility improvement plans, and system improvement planning, and seasonal service changes, including the development of complex calculations, spreadsheets, and other reporting media.

Provides direct supervision to Transit IT Coordinator I and staff assigned to IT and data collection related tasks.

Uses complex and custom transportation scheduling and run-cutting software to develop Transit routes, bus stops and transit schedules. Coordinates with Transit Team Leaders, and assigned staff to develop and publish schedules prior to seasonal service changes. Ensures scheduling system readiness by tracking all service changes and building schedules for the ITS system. Prepares a weekly report of problems and notices any trends or future prediction of problems.

Programs destination signage system and performs updates and in-vehicle downloads. Develops and maintains web applications for the Transit, Parking, and Fleet departments. Develops, administers and

maintains future web applications, such as iPhone and Android applications for real-time and next-bus information delivery.

Demonstrates continuous effort to improve operations, decrease turnaround times, streamline processes, and work cooperatively and jointly to provide quality seamless customer service.

Assists in recommending products and participates in project implementation for Transit, Parking, and Fleet,

Other duties as assigned or directed.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to establish and maintain effective working relationships with employees, other divisions, and the public.
- Ability to communicate effectively, both orally and in writing
- Knowledge of computer hardware maintenance on component level.
- Knowledge of computer word processing, spreadsheets, databases, and e-mail (Microsoft Office, Outlook, Excel, and Access).
- Experience with hardware and software systems including Fleet Management Systems, AVL-GPS Systems, and Parking Management Systems.
- Knowledge of network communications hardware, software and protocols.
- Ability to learn new applications
- Ability to understand and effectively convey technical information to end users in simple terms
- Ability to analyze problems and implement or coordinate appropriate solutions
- Knowledge of computer operations and the application of data processing equipment
- Familiar with PCI Compliance
- Successful completion of background check

### **EDUCATION AND/OR EXPERIENCE**

#### **Required:**

- Associates degree from an accredited college or university or demonstrated equivalent in formal education and/or experience years PC/network repair or support experience. May substitute one year of education for each year of experience.
- Supplemental advanced work in data processing including networking and PC hardware
- Computer literacy in Microsoft Office software
- Valid Utah State Driver's License
- Ability to obtain City National Incident Management System and A+ Certification

#### **Preferred:**

- Extensive application support experience
- Bachelor's degree in computer science or other related field
- Public Sector experience

## PHYSICAL DEMANDS

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch and/or crawl.
- The employee must occasionally lift and/or move more than 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, depth perception, and the ability to adjust focus.

## WORK ENVIRONMENT

Work is performed primarily in a climate controlled office setting. May involved extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

The employee occasionally works near moving mechanical parts and in high, precarious places.

Periodic exposure to stressful situations

May require small amounts of travel to and from meetings, trainings and conferences.

The noise level in the work environment is usually moderate to low.

Occasional non-traditional working hours which may include evening and weekends.

Occasional on-call working hours including evenings and weekends.

Occasional field work is required, at times in extreme heat, cold, and inclement weather, including at auxiliary Transit or Parking facilities and in vehicles on route.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

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\*Essential functions of the job



**Park City Municipal Corporation  
Job Description**

**Intelligent Transportation System (ITS) Manager  
Transportation Department  
Position # 1TR56  
Reports to: Transit & Transportation Director  
Salary Range Annually \$58,000 - \$79,039.45  
Updated: March 2019      FLSA status: Exempt**

**JOB SUMMARY**

Reporting to the Director of Transportation, the ITS Manager will provide leadership and expertise in the development and management of Intelligent Transportation Systems (ITS), and Transportation Systems Management & Operations (TSMO) supporting both goals and objectives of state, local, and regional transportation plans and technical services within the Park City Transportation Department, including but not limited to transportation system monitoring, local and state ITS infrastructure, active traffic management, and management of the Park City Traffic Command Center.

This position will have a heavy emphasis on data management and analysis technical guidance related to the development, implementation, and effectiveness of the City's Transportation Demand Management Plan and 2011 Traffic and Transportation Management Plan and soon to be completed Park City Forward Long Range Transportation Plan.

**EXAMPLES OF TYPICAL JOB DUTIES**

**Essential Job Functions:**

Develop ITS and TSMO standards within Park City Short and Long-Range Transportation Plans, and relevant Policy and Code amendments.

Lead efforts related to adopted Transportation Plan.

Be point of contact with Summit County and UDOT transportation staff included direct coordination and active management with UDOT Traffic Operations Center, including an understanding of the UDOT SCAT's signal system

Provide technical leadership and expert advisory relating to TDM programs that increase the use of alternative transportation methods and maximize the capacity of the transportation network through existing and future technology.

Facilitate requests for proposals and oversee consultant contracts.

Thorough understanding of City Council priorities and strategies to achieve both energy and transportation related goals.

Project management of grant proposals for transportation funding, i.e. oversee scopes, budgets, and timelines for agency work programs and projects.

Manage details associated with delegation of administrative work, training opportunities and supervision of department staff.

Forge strong Inter-local and Interagency relationships through transparent work and effective communication practices.

Performs duties assigned as part of the City's emergency management plan. Responds in emergency situations and participates in advanced planning for Park City events. Obtains and maintains National Incident Management System Certification and learnings.

**Non-Essential Job Functions:**

Other duties as assigned or directed.

**KNOWLEDGE, SKILLS, AND ABILITIES & ENERGIES: (Ability to)**

- Knowledge and experience in traffic engineering, ITS, traffic operations and/or traffic management is required.
- Experience with relevant traffic engineering analysis and data management software.
- Knowledge of Municipal and Regional planning processes and funding, familiarity with laws and regulations relevant to ITS and TSMO is highly desirable.
- Ability to work productively and responsibly while managing projects and teams; conducting research; performing analysis and identifying technological solutions for improvement; and creating/delivering presentations.
- Purchasing experience to include working with vendors, bidding processes, budgeting and funding major projects.
- Ability to maintain positive and effective professional working relationships with employees, other agencies and the public.
- Ability to communicate effectively both orally and in writing with department managers and others.
- Possess a proven experience in developing and maintaining working relationships between high level officials and technical experts.

- Best practices of Risk Management.
- Interest in innovative technologies and emerging technological trends.

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- B.S. degree in IT related field.
- Ten (5) years of relevant transportation or IT experience since degree, or equivalent combination of education and progressively responsible relevant experience.
- Over five (5) years of relevant transportation management experience.
- A master's degree in relevant field may be substituted for 2 years of experience.
- Valid driver's license and driving record that meets PCMC requirements.
- Some travel required.

### **Preferred:**

- Master's degree in a closely related field
- Certifications such as PTOE, PTP, AICP, or PMP preferred
- Experience with Transit Organization(s), such a local municipalities and or state Department of Transportation(s) (DOT).
- Experience with Intelligent Transportation Systems Programs
- Membership in relevant professional societies such as Institute of Traffic Engineers is encouraged.

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- The employee must occasionally lift and/or move more than 25 pounds.
- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust focus.

## **WORK ENVIRONMENT**

Work is performed primarily in a climate controlled office setting. May involved extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

Periodic exposure to stressful situations

May require small amounts of travel to and from meetings, trainings and conferences

The noise level in the work environment is usually moderate to low.

Occasional non-traditional working hours which may include evening and weekend meetings.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

I have read the above, and understand that it is intended to describe the general nature and level of work being performed by persons assigned to this job and is not an exhaustive list of all duties, responsibilities, and skills required by personnel so classified. I understand that this description does not preclude my supervisor's authority to add or change responsibilities, and understand that the performance of other duties will be required from time to time in order to meet the City's needs. I have been given a copy of this job description.

\*Essential duties of job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Mechanic I**  
**Fleet Division – Public Works Department**  
**Position # 14650**  
**Reports to: Fleet Operations Supervisor**  
**Salary Range \$19.00 - \$28.33**  
**Updated: 2019      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under general supervision from the Fleet Operations Supervisor, performs the full range of repairs and maintenance on a variety of gas, diesel, and electric automotive and construction equipment. Troubleshoot, diagnose, and repair City fleet.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Perform full range of master level mechanic duties associated with the preventative maintenance, repair and rebuilding of engines, differentials, and other major and minor components, including electrical systems for a variety of gas and diesel automotive and construction equipment.

\*Perform repairs on equipment in the field as needed; respond to needs for mechanical repairs on a twenty-four hour basis.

\*Inspect City vehicles for conformance with State regulations and issues State inspection stickers.

\*Diagnose cause of mechanical problems and determine parts required to make needed repairs.

\*Perform arc and acetylene welding functions as needed. Fabricate parts as needed.

Enter work orders into the fleet management software system.

Orders parts & supplies.

Ensure all City and departmental safety policies and procedures are adhered to in day to day operations.

Maintain a clean and orderly workspace to enhance shop efficiency and safety.

Other duties as assigned or directed.

**KNOWLEDGE, SKILLS, AND ABILITIES**

- Extensive knowledge of gas and diesel mechanic practices, principles, and techniques.

- Ability to diagnose mechanical and electrical defects and determine steps necessary to put equipment in proper operating condition.
- Skilled in the use of mechanical tools, materials, and testing equipment.
- Knowledge of arc and acetylene welding practices and techniques.
- Knowledge of the hazards and safety precautions common to equipment maintenance and repair activities.
- Ability to establish and maintain effective working relationships with employees, other divisions, and the public.
- Ability to communicate effectively
- Ability to work collaboratively in a self-managed team environment
- Ability to obtain City NIMS certifications.

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- Graduation from a two-year technical college with a mechanic certificate or three years' experience as a mechanic in both gas and diesel automotive and construction equipment.
- Valid Utah driver's license
- Ability to obtain a Utah Commercial driver's license with passenger and air brake endorsements within six months of hire date.
- Ability to obtain certification from the State of Utah as a Vehicle Inspector within six months of hire date (including passenger/light duty truck, tractor trailer, buses and motorcycle.)
- Must possess complete set of hand and air tools sufficient to perform the above job duties.

### **Preferred:**

- Experience in diagnosing electric fleet vehicles and other equipment.

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools. Ability to climb and pull own weight in and out of equipment. Able to work in a bent over position such as working under the hood or over the engine in a bus.
- Able to work under a vehicle working on your back on a Mobil creeper.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, and smell. Able to lift suspension parts such as springs, tires, wheels, brake drums etc. from a squatted position.
- The employee must occasionally lift up to 75 pounds and move up to 150 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

The employee occasionally works near moving mechanical parts; in high, and/or precarious places, and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

Work is performed in all weather conditions including extreme temperature extremes.

Periodic exposure to stressful situations

The noise level in the work environment is usually moderate to high.

Occasional non-traditional working hours which may include evening and weekends.

Occasional on-call working hours including evenings and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Mechanic II – Shop Foreman  
Fleet Division – Public Works Department  
Position # 14652  
Reports to: Fleet Operations Supervisor  
Salary Range \$20.50 - \$30.19  
Updated: 2019      FLSA status: Non- Exempt**

**JOB SUMMARY**

Under general direction from the Fleet Operations Supervisor, performs the full range of skilled master level repairs and maintenance on a variety of gas, diesel, and electric automotive, transit bus, and construction equipment. Responsible for supervision of fleet staff and day-to-day operations of maintenance shop in the absence of Fleet Operations Supervisor(s).

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Assists Fleet Operations Supervisor(s) with shop oversight; including assisting staff with troubleshooting and repairs, fleet maintenance scheduling, work order entry, inventory, personnel timekeeping, prioritizing work flow/loads of fleet staff, interdepartmental coordination of City fleet maintenance, ensuring high-level internal and external customer service experience.

\*Perform repairs on equipment in the field as needed; respond to needs for mechanical repairs on a twenty-four hour basis. Active member of on-call rotation.

\*Perform full range of master level mechanic duties associated with the preventative maintenance, repair and rebuilding of engines, differentials, and other major and minor components, including electrical systems for a variety of gas, diesel, electric automotive, transit bus, and construction equipment.

\*Maintains infrastructure for diesel and electric fleet, including overhead and depot charging stations.

\*Diagnose cause of mechanical problems and determine parts required to make needed repairs.

\*Perform arc and acetylene welding functions as needed. Fabricate parts as needed.

\*Ensure all City and departmental safety policies and procedures are adhered to in day to day operations.

Assists Fleet Operations Supervisor(s) with Fleet Staff technical training and skills development, including City adoption of new fleet technologies

Inspect City vehicles for conformance with State regulations and issues State inspection stickers.

Enter work orders into the fleet management software system.

Assists Mechanic I's with troubleshooting and repair of fleet vehicles and equipment

Orders and receives parts & supplies.

Maintain an orderly and clean workspace to enhance shop efficiency and safety.

Performs as backup Class A/B certified operator for Underground Storage Tank (UST). Helps ensure UST Class C operators are certified and trained.

Responsible for Fleet Supervision in absence of Fleet Operations Supervisor(s)

Other duties as assigned or directed.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to establish and maintain effective working relationships with employees, other divisions, and the public.
- Ability to communicate effectively
- Ability to work collaboratively in a self-managed team environment
- Extensive knowledge of gas, diesel, and electric fleet mechanic practices, principles, and techniques.
- Skilled in the use of mechanical tools, materials, and testing equipment.
- Ability to diagnose mechanical and electrical defects and determine steps necessary to put equipment in proper operating condition.
- Knowledge of arc and acetylene welding practices and techniques.
- Knowledge of the hazards and safety precautions common to equipment maintenance and repair activities.
- Leadership skills including conflict resolution, performance management, and coaching

### **EDUCATION AND/OR EXPERIENCE**

#### **Required:**

- Graduation from a two-year technical college with a mechanic certificate or five years' experience as a mechanic, preferably in a Municipal Fleet Operation, on gas, diesel, electric automotive, transit bus, and construction equipment. Additional years' experience may be substituted for formal education.
- Ability to complete Underground Storage Tank (UST) Class A/B Operator certification within six months of hire
- Automotive Service Excellence (ASE) Certification(s)
- Valid Commercial driver's license with passenger and air brake endorsements.
- Certified by the State of Utah as a Vehicle Inspector or ability to obtain within six months of hire.
- Ability to obtain City NIMS certifications within six months of hire

#### **Preferred:**

- Extensive working knowledge of advanced fleet technologies, including electric fleet

- Master ASE Certified

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools. Ability to climb and pull own weight in and out of equipment. Able to work in a bent over position such as working under the hood or over the engine in a bus.
- Able to work under a vehicle working on your back on a Mobil creeper.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, and smell. Able to lift suspension parts such as springs, tires, wheels, brake drums etc. from a squatted position.
- The employee must occasionally lift up to 75 pounds and move up to 150 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

The employee occasionally works near moving mechanical parts; in high, and/or precarious places, and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

Work is performed in all weather conditions including extreme temperature extremes.

Periodic exposure to stressful situations

The noise level in the work environment is usually moderate to high.

Occasional non-traditional working hours which may include evening and weekends.

Occasional on-call working hours including evenings and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Fleet Operations Supervisor**  
**Fleet Division – Public Works Department**  
**Position # 14680**  
**Reports to: Public Works Manager**  
**Salary Range \$24.00 - \$35.40**  
**Updated: 2019      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under general direction from the Public Works Manager and as a member of the work team including other Fleet Operations Supervisors is responsible for the overall management, planning and performance of the Fleet Services Department. Each Fleet Operations Supervisor is responsible for their specific job duties while maintaining a support role to the other Supervisors and mechanics to assure overall department objectives are achieved.

**EXAMPLES OF TYPICAL JOB DUTIES**

- \*Responsible for ordering fleet vehicles and obtaining license and registration. Meets time-sensitive milestones to ensure equipment with long lead times are ordered, received, and commissioned, satisfying inter-departmental operational deadlines
- \*Under the guidance of the Public Works Manager, manages the daily affairs of the Fleet Department and exercises direct supervision over Mechanic I and II personnel. Evaluates performance, handles personnel problems, resolves complaints and other issues. Recommends to the Public Works Manager the advancement, promotion, discipline, development, or status changes of departmental personnel, and contract service providers.
- \*Management of all shop operations including mechanic assignments, time keeping, and performance reviews; parts ordering and inventory control; work order processing and completion; and shop cleanliness and safety. Schedule City vehicle maintenance and repairs and manage workflow.
- \*Ensures customer service standards are maintained in Fleet operations for internal and external customers.
- \*Accountable for fiscal responsibility of all department budgets and spending. Approves department expenditures and ensures budget performance measures are met.

Maintenance of fleet, software, and assuring proper utilization. Manages department work order entries into the fleet management software system.

Selection and management of vendors to assure best quality and lowest cost of parts and supplies.

Manages Fleet Staff technical training and skills development, including City adoption of new fleet technologies.

Assists staff with and provides direction regarding repairs on equipment in the field as needed; responds to on-call technician questions on a 24-hour basis

Responsible for compliance with inspection of City vehicles for conformance with State regulations and issues State inspection stickers.

Perform full range of master level mechanic duties associated with the preventative maintenance, repair and rebuilding of engines, differentials, and other major and minor components, including electrical systems for a variety of gas, diesel, and electric automotive and construction equipment. Maintains infrastructure for diesel and electric fleet, including overhead and depot charging stations.

Confirms diagnosis of mechanical problems and determines parts required to make needed repairs.

Perform arc and acetylene welding functions as needed. Fabricate parts as needed.

Other duties as assigned or directed.

#### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of all facets of the operation of Fleet Service Department
  - Ability to write and interpret equipment specifications.
- Knowledge of system billing procedures, budget, parts and supply acquisition.
- Ability to be a positive leader with experience planning, directing, coordinating, leading, facilitating, teaching, coaching, supervising, training and evaluating employees.
- Ability to manage the fleet operation.
- Prioritize work; manage and allocate manpower to various projects.
- Extensive knowledge of gas, diesel, and electric fleet mechanic practices, principles, and techniques.
- Skilled in the use of mechanical tools, materials, and testing equipment.
- Ability to diagnose mechanical and electrical defects and determine steps necessary to put equipment in proper operating condition.
- Knowledge of arc and acetylene welding practices and techniques.
- Knowledge of the hazards and safety precautions common to equipment maintenance and repair activities.
- Able to communicate effectively, both verbally and in writing.
  - Ability to establish and maintain effective working relationships with employees, other divisions, and the public.
  - Ability to work collaboratively in a self-managed team environment
  - Ability to follow oral and written instructions
  - Ability to obtain City National Incident Management System Certification

#### **EDUCATION AND/OR EXPERIENCE**

**Required:**

- Graduation from a 2 year technical college with a mechanic certificate or 5 years' experience as a Mechanic in Municipal Fleet Operation on gas, diesel, and electric automotive, transit bus, and construction equipment.
- Demonstrated experience with progressive leadership responsibilities
- Automotive Service Excellence (ASE) Certifications in car/light truck & heavy truck and bus.
- Valid Commercial driver's license with passenger and air brake endorsements
- State of Utah Vehicle Inspector Certification
- Ability to complete required safety and maintenance training for all fleet equipment
- Ability to use fleet management and accounting software

**Preferred:**

- Bachelor's degree in related field

**PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools. Ability to climb and pull own weight in and out of equipment. Able to work in a bent over position such as working under the hood or over the engine in a bus.
- Able to work under a vehicle working on your back on a Mobil creeper.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, and smell. Able to lift suspension parts such as springs, tires, wheels, brake drums etc. from a squatted position.
- The employee must occasionally lift up to 75 pounds and move up to 150 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT**

The employee occasionally works near moving mechanical parts; in high, and/or precarious places, and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

Work is performed in all weather conditions including extreme temperature extremes.

Periodic exposure to stressful situations

The noise level in the work environment is usually moderate to high.

Occasional non-traditional working hours which may include evening and weekends.

Occasional on-call working hours including evenings and weekends.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Analyst II – Public Works Administration**

**Public Works Department**

**Reports to: Public Works Managers**

**Salary \$16.20 - \$21.26**

**Updated: 2019**

**FLSA status: Non-Exempt**

**JOB SUMMARY**

With minimal supervision from the Public Works Managers, performs specialized, complex and confidential administrative, research, and analytical assistance requiring the exercise of independent judgment for the Parks, Golf, Streets, Storm water, Fleet, and Building Maintenance Departments. Coordinates with other departments as needed.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Assist department administration through research and/or data gathering activities in the development and delivery of departmental programs, policies, and city initiatives; analyze and interpret related data collected and prepare periodic or special reports based on conclusions.

\*Compile and analyze data and make recommendations on the formulation of operating policies and procedures, work flow systems and changes.

\*Perform research and statistical analyses on administrative, fiscal/budgetary, personnel and operational problems; assist in departmental budget preparation.

\*Confer with and coordinate with City staff on a wide variety of project management, administrative analyses and personnel administration, and staff planning issues.

\*Develop written recommendations; make oral presentations to higher level management or outside agencies.

Represent assigned work unit and/or department in interdepartmental, community and/or professional meetings as required.

Provide exceptional customer support by understanding and responding appropriately to customer inquiries, while maintaining compliance with City and Department policy.

\*Preparation and processing of Contracts, RFPs, SOQs, etc. including the selection of vendors and overseeing the bidding/SOQ/RFP processes. Additionally, have a basic understanding of construction

contracts.

Independently compose, create and edit departmental memoranda, letters, e-mails, faxes and other regular day-to-day correspondence to insure timely response to department inquires and general customer service delivery with appropriate business English, grammar, correspondence formats and composition.

Maintains records of all trainings and certifications received from all Public Works staff including NIMS certifications, safety trainings, etc. Distributes information regarding changes and updates as directed by Manager.

Serves as liaison to the Legal Department for all Public Works GRAMA requests. Organizes meetings and gathering of materials. Makes copies maintains records of the items requested.

\*Acts as departmental and notary. Provides notary services upon request for City business.

Compile, monitor and maintain confidential information such as department information, budget, and personnel information. Develop and maintain complex filing systems, and keep orderly records as assigned.

Ability to relate well with co-workers, supervisors, other employees and the general public. Must be able to provide leadership and direction to subordinates, establish priorities, and organize assignments. Assists department managers in task assignment and supervision of other clerical staff as assigned.

\*Responsible for monitoring and updating Public Works website and web services.

\*Responsible for fuel island management and fuel card program.

Acts as admin support for EOC and PIO when requested, reports to the Emergency Manager as Public Works admin support during emergencies or when the EOC has been activated.

Other duties as assigned or directed.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Advanced in Microsoft Excel experience, including the ability to create and edit and maintain spreadsheets customized with templates, charts graphs, functions and formulas.
- Microsoft Word experience, including the ability to create basic office documents including letters, memos, invoices, etc. customized with lists, tables, graphs and charts.
- Advanced working knowledge of EDEN software
- Assists department manager in task assignment and supervision of other clerical staff as assigned.
- Ability to handle multiple tasks simultaneously, organizational skills.
- Type 65 WPM
- Thorough knowledge of modern office practices and procedures; thorough knowledge of filing; considerable knowledge of business English and arithmetic, spelling, punctuation, vocabulary; thorough knowledge of the specific functions of a particular office.
- Ability to perform a variety of secretarial/administrative work; ability to follow written and oral

instructions.

- Ability to maintain positive and effective working relationships with employees, other agencies and the public. Ability to plan and organize work, and communicate effectively both orally and in writing with department managers and others.
- Ability to organize and supervise projects and meet deadlines
- Ability to coordinate projects between several parties
- Purchasing experience to include working with vendors, bidding processes, and budgeting.
- Ability to conduct research, assist with presentations and program management as assigned.
- Ability to work well under pressure
- Ability to obtain City National Incident Management System Certification 100 and 200.

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- Two year degree from an accredited program in a related field or an equivalent combination of relevant education and/or experience.
- Two years' work experience in an office or administrative setting performing clerical, administrative, and word processing\* OR 4 years work experience in an office or administrative setting performing clerical, administrative, and word processing.
- A Public Notary or the ability to become a Public Notary within 6 months of hire.
- Knowledge of research and analysis methodology in area of assignment
- Experience in research and report writing
- Understanding of principles of math and statistical computations

### **Preferred:**

- Bachelor's Degree in Public Administration, Business Management or Administration or other related field
- Experience with City Works or other work management systems
- Working knowledge of principles and practices of municipal operations
- Experience with governmental financial administration

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, talk and hear.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Must be able to reach with hands and arms.
- The employee must occasionally lift and/or move more than 20 pounds.
- Specific vision abilities required by this job include close vision, color vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

Work is performed primarily in a climate controlled office setting. May involve extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

Periodic exposure to stressful situations

May require small amounts of travel to and from meetings, trainings and conferences.

The noise level in the work environment is usually low.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Executive Assistant  
Executive Department  
Salary \$20.50 - \$30.19  
Reports to: Assistant City Manager  
Updated: June 2016      FLSA status: Non-Exempt**

**JOB SUMMARY**

Under general direction of the Assistant City Manager, performs professional executive assistant duties as assigned and/or directed. Exercises independent judgment and decision making, project management and makes senior level analytical recommendations. Must have the ability to supervise projects and personnel, as assigned or directed, and the willingness to work towards certification and act as the City Recorder during absences. Assists staff and the general public with questions, concerns and complaints.

**EXAMPLES OF TYPICAL JOB DUTIES**

Provides direct administrative support to the City Manager and Assistant City Manager, and other department managers as needed.

Performs all scheduling functions for the City Manager.

Monitors email and other communications for City Manager and Executive Dept. in order to prioritize issues requiring immediate action.

Attends weekly Staff Strategy meeting, compiles meeting minutes, and responsible for posting to the employee portal/intranet.

Assists with research, analysis, creation, and presentation of information to Management Team, City Manager and Council.

Implements and supervises assigned department operations and strategies. Responsible for multiple tasks and frequent special projects and assignments as required.

Ability to make and provide independent and professional level assessments, recommendations, research, analysis and presentations to staff and the public.

Maintains and monitors the Executive budget, Business Plan, Performance Measures, Quarterly Goals Updates, Monitoring, and Contingency on an annual basis, as well as proposes the next year's budget for the Executive Department.

Pursues certification as a City Recorder to support absences/vacations. Performs job duties of City Recorder as assigned in the absence of the City Recorder and during City Council meetings.

Updates and monitors department and City websites to ensure timely and accurate information online.

Courteous and efficient interaction with the public in accordance with City customer service standards.

Serves on internal and/or external boards, committees, and task forces as assigned and directed.

Schedules all special 2x2 meetings with City Manager, Staff and Council as needed.

Schedule and prepare venue for Council retreats as directed by City Manager.

Prepares and monitors department and Council budgets.

Other duties as assigned or directed by City Manager.

#### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Expertise in professional oral and written communication.
- Excellent computer skills including Microsoft Word, Excel, Access, Adobe and website applications.
- Excellent grammar and writing skills. Proficient at drafting correspondence, ordinances, resolutions and other legal documents.
- Excellent customer service skills.
- Willingness to occasionally attend evening meetings and to prepare meeting minutes when necessary.
- Ability to work under pressure.

#### **EDUCATION AND/OR EXPERIENCE**

**Required:**

- Bachelor's degree and/or equivalent years of experience as an executive assistant
- 5 years' experience in a related or relevant position in the public or private sector
- Notary Public certification or ability to obtain within specified time
- Demonstrated computer literacy in Microsoft Office software
- Demonstrated process or project management experience
- Demonstrated communication skills in written and oral forms
- Relevant customer service experience

**Preferred:**

- Bachelor's Degree in Public Administration, Business Management or Administration or other related field
- Web site application experience

**PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, and speak.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools. Ability to climb and pull own weight in and out of equipment
- Must be able to reach with hands and arms, climb or balance, stoop and kneel.
- The employee must occasionally lift and/or move more than 20 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT**

Work is performed primarily in a climate controlled office setting. May involved extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

Periodic exposure to stressful situations

May require small amounts of travel to and from meetings, trainings, conferences and court proceedings.

The noise level in the work environment is usually low.

Occasional non-traditional working hours which may include evening and weekend meetings.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION**

**JOB DESCRIPTION**

**Assistant Manager Transit Operations**  
**Transit Division – Transportation Department**  
**Salary Range Annually \$71,000.00 - \$98,628.23**  
**Reports to: Transportation Director**  
**Updated: March, 2019      FLSA status: Exempt**

**JOB SUMMARY**

Ensures transit system functioning including employee productivity, quality and service by planning, evaluating and organizing all activities associated with staff performance, safety, training, development, and system operations. Ensures transit system efficiency, on-time reliability, safety and customer service. Develops and/or approves recommendations to change systems, policies, and procedures in order to accomplish organizational and business unit goals. Works with other city departments to plan for and serve special events and seasonal surges in transit ridership. Embodies and maintains positive productive employee relations at all levels. Provides leadership and direction to operations team.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Supervises department employees directly or through subordinates; makes significant recommendations concerning hiring, firing, training, advancement, promotion, and status changes of departmental employees; assigns and monitors work; evaluates performance and disciplines employees as necessary.

\*Ensures that all trips are performed each day.

\*Reviews and ensures follow-through on customer complaints.

\*Oversees record-keeping, performance reporting and compliance with regulations and agreements.

\*Assists in developing and implementing short and long term goals of the Transportation department.

\*Designs or modifies programs and departments standard operating procedures to increase productivity and quality of the system. Updates and communicates policies to staff.

\*Manages Shift Supervisors, ensuring leadership and coverage across shift. Monitors leadership culture

and trains and engages with managers as needed to ensure its continuance. Communicates with all staff organizational plans and priorities. Solicits feedback and information as needed. Develops staff into a multi-functional team.

\*Organizes work assignments, teams and projects. Ensures effective use of personnel in accomplishing transit goals.

\*Maintains and monitors driver and supervisor, files and records.

\*Maintains effective communication for staff at all levels of the Transit Division.

\*Assists in development of department policies and procedures and implements across transit division.

\*Recommends to Transit Manager items for the departmental budget and monitors expenditures in accordance with adopted Budget Policies. Fiscally accountable for keeping budget expenditures within Council approved levels.

\*Plans, evaluates, organizes and integrates all activities associated with staff performance and performance appraisals. Develops performance goals and monitors progress.

\*Performs duties assigned as part of the City's emergency management plan. Responds in emergency situations. Obtains and maintains National Incident Management System Certification and learnings.

Other duties as assigned or directed.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to write and interpret equipment specifications.
- Ability to perform well under pressure when dealing with subordinate personnel and the public within a busy environment.
- Knowledge of the State and Federal laws and Regulations governing the transportation of passengers.
- Knowledge of interlocal agreements with cities, counties and transit districts. Knowledge of grant agreements with UDOT and FTA.
- Ability to prepare Council agenda reports and to communicate effectively in writing and verbally for presentation purposes.
- Basic knowledge of transit operations, including route planning and scheduling, safety practices, driver scheduling, dispatching, accident investigation, and employee relations.
- Ability to develop effective working relationships with the internal staff and the public through maintaining a professional attitude.
- Ability to be a positive leader with experience coordinating, leading, planning, supervising, coaching, training, teaching and evaluating employees.
- Ability to analyze facts and exercise sound judgment in decision-making.
- Ability to communicate effectively, both orally and in writing, and in public speaking before

- various sized groups and media interaction.
- Creative problem solving abilities and demonstrative personal initiative, including the ability to independently supervise projects and meet deadlines.
- Ability to follow oral and written instructions
- Ability to obtain City National Incident Management System Certification

## **EDUCATION AND/OR EXPERIENCE**

### **Required:**

- Bachelor's degree from an accredited program in a related field or equivalent or an equivalent combination of relevant education and/or experience.
- Valid state driver license
- 3 years of increasingly responsible experience in the transit industry.
- 3 years of experience in a supervisory role.

### **Preferred:**

- Park City Transit operations experience
- Commercial Driver's License driving experience

## **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, and talk and hear.
- The position occasionally requires frequent standing and walking.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch and crawl.
- The employee must occasionally lift and/or move more than 20 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

Work is performed in a climate controlled office setting with periods of walking and standing. May involve extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

The employee occasionally works near moving mechanical parts and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

Considerable exposure to stressful situations.

Regular interaction with drivers in break room, on vehicles, at transit center and at stops.

Employee must be able to work outside or in maintenance shop areas for up to two hours at a time.

The noise level in the work environment is usually moderate.

May require medium amounts of travel to and from meetings, trainings and conferences and for procurements.

Occasional non-traditional working hours which may include evening and weekends.

*The physical demands and work environments described here are representative of those that must be*

*met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



**PARK CITY MUNICIPAL CORPORATION  
JOB DESCRIPTION**

**Transit Manager**  
**Transportation Division – Public Works Department**  
**Reports to: Transportation Director**  
**Salary \$95,000.00 - \$119,581.40**  
**Updated: March, 2019      FLSA status: Exempt**

**JOB SUMMARY**

The Transit Manager provides strategic leadership, vision and day to day management for the Park City\Summit County joint transit system. Establishes strategic plans, fosters interagency cooperation, secures and manages necessary funding. Provide oversight and implementation of protocols, guidelines and support for a large workforce of operations employees that reflect a positive and professional image of Park City Municipal and provide the highest level of service. Responsible for consistent, efficient and fiscally responsible direct delivery of services to the general public (i.e. buses and operators meeting established public schedules in a safe courteous, reliable manner). Ensure compliance of all local, state, and federal laws and community guidelines as it relates to public transportation. Administers transit contracts necessary to operate a safe, reliable, and efficient system, including direction and supervision of operations, financial matters and performance.

**EXAMPLES OF TYPICAL JOB DUTIES**

\*Manage the short-range and long-range scheduling and planning functions consistent with the service needs of residents, commuters, and visitors as the service relates to fixed route, Para transit, commuter service, and Trolley operations with an emphasis on innovative mobility. Responsible for consistent, efficient and fiscally responsible direct delivery of services to the general public (i.e. buses and operators meeting established public schedules in a safe courteous, reliable manner). Ensure compliance of all laws, agreements and community guidelines as it relates to public transportation.

\*Responsible for coordinating the collaborative development and implementation of each of the individual elements of the City’s Transportation Master Plan, Short Range Transit Plan, Transportation Demand Management Plan. Works directly with Transportation Director in developing and maintaining a short range (1-2 year) plan to assure continuous and constant day-to-day operations. Continually reviews and improves upon Transit operations as warranted. Develops and implements 5 – year Strategic Plan in coordination Summit County and Utah Transit Authority.

\*Supervises department employees directly or through subordinates; makes significant recommendations concerning hiring, firing, training, advancement, promotion, and status changes of departmental employees; assigns and monitors work; evaluates performance and disciplines employees as necessary.

\*Monitors departmental expenditures for the Transportation fund and is responsible for managing grants spending and compliance. Assists in preparing the departmental budget and monitors expenditures in accordance with adopted Budget Policies. Accountable for fiscal responsibility of all department budgets and spending.

\*Develops and implements transit fleet replacement plan. Specification development and procurement of new and replacement equipment such as vehicles and operational equipment. Monitors asset replacement. Monitors fleet use and maintenance requirements, and works with Fleet Department to ensure maintenance and quality of transit fleet assets.

\*Assists with Summit County contract administration. Under the direction of the Transportation Director, facilitates communication, data reporting and responsible for transit service monthly billing to ensure accuracy. Duties also includes management Joint Transit Advisory Board and development of associated agenda and staff reports.

\*Manages the marketing and public outreach efforts of Transit within local markets such as Park Record, KPCW and PCTV, and ensures information and maps are accurate for publications.

Management of an annual operating budget of \$13 million and annual capital budget of approximately \$3,000,000. Accountable for fiscal responsibility of all department budgets and spending.

\*Perform oversight of all functions of the transportation operations, including management of data and information, budget preparation, service planning and scheduling, training and safety, transit information systems, federal grant applications, expenditure and budget control and preparation of Council presentations.

\*Develops and writes RFP's (Request for Proposals) for transit procurements and responds to submittals. Participates in the selection process of hired services such as consultants, design firms, contractors and vendors.

Establishes and manages transit technologies which includes: ITS systems (Intelligent Transportation Systems), GIS/AVL systems (Automatic Vehicle Location) and GTSF (General transit feed specification) requirements.

Manages projects working under contract with the City to achieve specified project outcomes which includes working collaboratively with vendors and meeting contractual requirements.

Directs supervisory personnel responsible for various programs and day-to-day transit operations. Ensures all City and departmental safety policies and procedures are adhered to in day-to-day operations.

Supervises compliance with all laws and regulations including ADA, EEO, DBE, DOT, FMLA, and FTA. Work with the community leaders to develop and implement policies and guidelines that will ensure full compliance with all Civil Rights laws that will achieve our community needs and organization goals.

Coordinates with State (UDOT) and Federal agencies to maintain effective working relationships to achieve positive outcomes.

Work with the Emergency Manager to develop and maintain Comprehensive Emergency Management Plan (CEMP) for the City based upon National Incident Management System (NIMS) standards.

Performs duties assigned as part of the City's emergency management plan. Responds in emergency situations. Obtains and maintains National Incident Management System Certification and learnings.

Other duties as assigned or directed.

#### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to write and interpret equipment specifications.
- Ability to perform well under pressure when dealing with subordinate personnel and the public within a busy environment.
- Knowledge of the State and Federal laws and Regulations governing the transportation of passengers.
- Ability to prepare Council agenda reports and to communicate effectively in writing and verbally for presentation purposes.
- Ability to develop effective working relationships with the internal staff and the public through maintaining a professional attitude.
- Ability to be a positive leader with experience coordinating, leading, planning, supervising, coaching, training, teaching and evaluating employees.
- Ability to analyze facts and exercise sound judgment in decision-making.
- Ability to communicate effectively, both orally and in writing, and in public speaking before various sized groups and media interaction.
- Creative problem solving abilities and demonstrative personal initiative, including the ability to independently supervise projects and meet deadlines.
- Ability to follow oral and written instructions
- Ability to obtain City National Incident Management System Certification
- Knowledge of transit operations, technology, funding and service design.

#### **EDUCATION AND/OR EXPERIENCE**

**Required:**

- Bachelor's degree from an accredited program in a related field or equivalent or an equivalent combination of relevant education and/or experience.

- 8-10 years of increasingly responsible experience in the transit industry.
- 5 years of experience in a supervisory role.

#### **PHYSICAL DEMANDS**

- While performing the duties of this job, the employee is frequently required to sit, stand, walk, and talk and hear.
- The position does require frequent standing and walking for periods of time. Able to inspect, evaluate and recommend changes that benefit the City.
- The employee is occasionally required to use hands to finger, handle or operate objects, controls, or tools.
- Employee must be able to directly inspect and interact with employees in the transit system, including on buses, in maintenance shops, break rooms, at transit centers and at bus stops, during all seasons including mountain winter conditions.
- Must be able to reach with hands and arms, climb or balance, stoop, kneel, crouch and crawl.
- The employee must occasionally lift and/or move more than 30 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

#### **WORK ENVIRONMENT**

Work is performed in a climate controlled office setting with periods of walking and standing. May involve extended periods of sitting, typing on a keyboard, and using a telephone among other office equipment including copier, fax, etc.

The employee occasionally works near moving mechanical parts and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

Occasional work outdoors in the transit system, on vehicles, at stops, etc. Includes walking to and from bus stops.

Considerable exposure to stressful situations

May require medium amounts of travel to and from meetings, trainings and conferences and for procurements. In order to inspect, evaluate and recommend changes that benefit the City.

Occasional non-traditional working hours which may include evening and weekend meetings.

*The physical demands and work environments described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Accommodations will be examined on a case-by-case basis.*

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required by personnel so classified.

\*Essential functions of the job



# Personnel Policy & Procedures

as amended 1/22/2020

## **Park City Municipal Corporation**

### **Policies and Procedures Do Not Constitute a Contract**

The information contained in this policies and procedures manual was prepared as a guide to provide employees a better understanding of the responsibilities and obligations of employment with Park City Municipal (“City”).

The policies and procedures stated in this manual and in other personnel statements or materials issued by the City are not intended to create either express or implied contract rights respecting the procedures, terms, conditions, or duration of employment nor any other obligation or liability on the part of the City.

The City hereby reserves the right and authorizes the City Manager to unilaterally alter, amend or revoke any policy, practice or procedure without notice at any time and for any reason.

The City’s affirmative prohibition of certain discriminatory or other conduct does not create any contract, duty, obligation or liability on the part of the City.

## **Section One (1) GENERAL PROVISIONS**

This manual is published to provide guidelines to the Policies and Procedures of Park City Municipal Corporation (“City”). These policies shall be adopted and amended at the discretion of the City Council with recommendations from the City Manager and shall be subject and subordinate to applicable federal and state laws, rules, and regulations, and local ordinances. The City Manager may at any time, without notice, temporarily suspend or amend any policy herein by filing a written order with the Human Resources Manager. Such temporary policies shall be effective no longer than six months without the approval of City Council.

### **1.1 Interpretation**

The City Manager shall exclusively hold the final authority, subject to appeal, to interpret these policies, rules and procedures adopted hereunder. Such authority shall include the application of these policies, rules and procedures to specific employees, positions, and circumstances.

It is the responsibility of all city employees to be familiar with the policies and procedures of the City.

All Managers should be familiar with the policies and procedures set forth in this manual so that they are able to address any questions and offer clear, accurate interpretations to any employee asking questions or desiring information on City policy or procedure.

Exceptions to any policy in this manual must have the approval of the City Manager.

### **1.2 Applicability**

Except as specifically provided otherwise in this manual, these policies shall apply to all full-time regular, part-time, seasonal, student intern, special employment agreements, and volunteers. The exceptions are those positions which by ordinance report directly to the City Council. These policies shall not apply to persons or firms rendering services to the City as “independent contractors.” Employees under special employment agreements are covered under the policies and procedures contained in this manual except where superseded by terms of their contracts.

### **1.3 Violations**

Violation of any personnel policy, rule, or procedure adopted hereunder shall be grounds for disciplinary action up to and including termination.

### **1.4 Maintenance**

This manual shall be maintained and updated by the Human Resources Manager as directed by the City Manager. The Legal Department and a City Manager appointed Policies and Procedures

(P&P) Task Force shall review this manual annually. The official copy of the Personnel Policies and Procedures shall be kept in the Human Resources department and is available on the employee portal ep.parkcity.org. Supervisors/managers having any questions on whether or not a policy is current should check with Human Resources for clarification.

Employees who have suggested changes to this manual are encouraged to provide that information in writing to Human Resources and/or their manager for review.

## **1.5 Departmental Rules**

Individual departments within the City may establish policies and rules that are more restrictive than those set forth in this manual. These department rules may not be less restrictive than the rules set forth herein. City Departments may establish policies that are applicable to only a specific group (Front Desk in Recreation, Ice Rink Supervisors, etc.). Department Policies must be submitted first to the Human Resources Department and be approved before they are made effective. Department Policies must be resubmitted both annually during the month of April and any time changes are made for pre-approval. Job specific training manuals must always be approved by the HR Manager prior to initiating within the department.

## **1.6 Notice of Federal/State Employment Laws**

### **Title VII of the Civil Rights Act of 1964 as amended**

Prohibits employment discrimination based on, race, color, religion, sex and/or national origin and protects qualified applicants and employees in hiring, promotion, discharge, pay, job training, fringe benefits, and other aspects of employment.

### **Utah Antidiscrimination Act**

The City may not discriminate against any qualified person in matters of compensation and other terms, privileges, and conditions of employment because of: race, color, religion, sex (including pregnancy, childbirth, pregnancy-related conditions, breastfeeding, or medical conditions related to breastfeeding), national origin, age (40 or older), disability, genetic information, sexual orientation, gender identity, or protected expressions. In addition, a covered employer may not refuse to reasonably accommodate gender identity in dress/grooming standards and facilities.

### **The Americans with Disabilities Act of 1990 (ADA)**

The ADA as amended, including the Americans with Disabilities Act Amendments of 2008 (ADAA), prohibits discrimination on the basis of disability and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, and other aspects of employment. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship on the employer. The law covers applicants and employees of local governments including Park City Municipal Corporation.

### **The Health Insurance Portability and Accountability Act (HIPAA)**

HIPAA as amended, protects employee's and their family's privacy as it relates to treatment of pre-existing conditions, certificates of credible coverage, special enrollment rights, availability of coverage, non-discrimination and protected health information.

#### [The Age Discrimination in Employment Act of 1967 as amended](#)

Protects applicants and employees ages 40 years and older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

#### [The Genetic Information Nondiscrimination Act of 2008](#)

Protects employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. It prohibits employers from acquiring genetic information from applicants, employees or their family members.

#### [The Equal Pay Act as amended](#)

Prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

#### [Section 504 of the Rehabilitation Act of 1973 as amended](#)

Prohibits employment discrimination on the basis of disability in any program or activity which receives federal financial assistance. Discrimination is prohibited in all aspects of employment against disabled persons who, with reasonable accommodation, can perform the essential functions of a job.

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all these federal laws.

#### [Consolidated Omnibus Reconciliation Act of 1986 \(COBRA\)](#)

COBRA allows certain terminated employees, their spouses, and dependent children to continue medical and dental coverage under the group plan at their own costs for a period not to exceed 18 months, in most cases, and up to 29 to 36 months in some cases.

#### [The Family and Medical Leave Act of 1993 \(FMLA\)](#)

Grants eligible employees the statutory right to take unpaid, job-protected leave under defined medical or other specified circumstances. Specifically, twelve workweeks (480 hours) of leave in a 12-month period. See section [\*\*4.19 Family Medical Leave\*\*](#).

For circumstances regarding a covered military service-member, FMLA allows up to twenty-six workweeks (1040 hours) of leave during a single 12-month period to care for a covered service-member with a serious injury or illness if the eligible employee is the service-member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

There are two separate types of leave along with applicable requirements; Sick Leave FMLA to care for one's self, and Sick Leave Family FMLA to care for an immediate family member or Domestic Partner. FMLA applies to all City employees who have met certain conditions. In both

types of FMLA leave, the City calculates the 12-month period as a 'rolling' twelve months.

If you believe that you have been discriminated against under any of the above laws, please contact the Human Resources Department, the Legal Department or the City Manager.

## **Section Two (2) EMPLOYMENT**

### **2.1 Equal Employment Opportunity**

Park City Municipal Corporation ("City") is dedicated to equal employment and advancement opportunities. It is the City's policy to provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, race, color, religion, creed, national origin, sexual orientation, gender identity, disability, pregnancy, childbirth, pregnancy-related condition or marital status, and to maintain an environment free from intimidation and harassment based upon these grounds.

### **2.2 Appointments**

Employees' jobs are governed by the U.S. Department of Labor <http://www.dol.gov> and are either "exempt" or "nonexempt." Nonexempt employees are entitled to overtime pay. Exempt employees are not entitled to overtime pay.

The State of Utah is an "at will" employment state. Accordingly, all appointments not subject to [Utah Code Section §10-3-1105\(1\)](#), as amended, are "at will" employment, and may be terminated at the convenience of the City Manager at any time with or without cause. All vacancies shall be filled by full-time regular appointment, part-time appointment, seasonal appointment, acting appointment, promotion, transfer, demotion, or special employment agreement. All full-time regular appointments must fill an approved budgeted position. Full-time regular appointments and special employment agreements shall be recommended by the Department Manager and submitted to the Human Resources Department for review.

Following review, the Human Resources Department will submit the recommendations to the City Manager for final review and approval. All part-time and seasonal appointments shall be submitted by the Department Manager to Human Resources for review and approval.

Supervisors and department managers are accountable for insuring that part-time, seasonal employees and student interns do not exceed the allowable and approved amount of hours in regards to their particular designation and those governed by the Fair Labor Standards Act (FLSA).

#### **a. Probationary Appointment**

This appointment represents the first six months of a non-Public Safety full-time regular job appointment whether resulting from an initial hire, a promotion, a demotion or a transfer. A probationary appointment for all full-time regular Public Safety (sworn and non-sworn personnel) represents the first twelve months of a full-time regular job appointment whether resulting from an initial hire, a promotion, a demotion or a transfer. Any employee serving a probationary period resulting from a new hire or change from part-time or seasonal status to full-time regular status

shall not be moved from probationary status to full-time regular status until a full written evaluation has been performed and the Department Manager recommends the employee be released from probation. Recommendations should be forwarded to Human Resources for review and submitted to the City Manager for final approval.

A manager may recommend an employee be changed from probationary status to regular status in less than six months for non-Public Safety employees and in less than twelve months in the case of Public Safety employees for exemplary performance. The Department Manager must forward written justification along with the Personnel Action Form (PAF) to the Human Resources Department for review and submission to the City Manager for final approval. Only under specially approved circumstances will an employee be allowed to serve a probationary period of less than three months. The probationary period may be extended beyond the initial six or twelve month period for up to six additional months if the employee's performance has been marginal or if there are any other performance, attitude, ethics and/or code of conduct issues which warrant extending the probationary period. A written performance evaluation must accompany any probationary period extension and an additional written evaluation will be required at the end of the extended period. A manager may award a pay increase as part of the evaluation based on performance, but probationary employees are not eligible for a lump merit increase for the time they are on probation.

Extensions require the approval of the City Manager. Probationary periods and restrictions for a promotion or transfer may be modified and/or waived with approval by the City Manager. During the probationary period, any probationary employee may be terminated by the City Manager at any time with or without cause and without progressive discipline.

All newly hired full-time probationary or promotional probation status employees are to be paid at no more than the new hire pay maximum determined as 65% of the pay grade range unless an exception is authorized by the City Manager. The City Manager may grant exceptions and allow appointments above the new hire maximum for such factors as a high level of experience and training or because the demands of the employment market affecting the position being recruited require a higher than new hire maximum pay rate.

#### **b. Full-Time Regular Appointment**

A full-time regular non-exempt employee is expected to work a 40 hour work week. Full-time regular exempt employees are expected to work whatever hours are necessary to accomplish the job duties and standards of their exempt position without the availability of overtime or administrative leave. All full-time regular employees must work no less than an average of 32 hours per week during the course of any month to qualify for full-time regular status and therefore remain eligible for the City's core benefits. (See the [Employee Benefits Manual](#), the [employee portal](#) or contact Human Resources for benefit details).

A full-time regular status appointment indicates that an employee has successfully completed his/her probationary period and will fill a budgeted position pursuant to [U.C.A. Section §10-3-1105, as amended](#).

### **c. Promotional Probation Appointment**

An employee who receives a promotion will normally serve a probationary period of the same duration as if the promotion were a full-time regular appointment. See guidelines for probationary appointments in section [2.2.a. Probationary Appointment](#). The City Manager may approve a probationary period that is shorter in length than that of a full-time regular probationary appointment. Employees on Promotional Probation may use vacation time.

### **d. Acting Appointment**

The City Manager may fill any vacancy with an acting appointee who may serve until another employee assumes the position's duties. An acting appointee who serves for more than 30 consecutive days shall receive compensation at no less than the minimum of the salary range for that position during the acting appointment.

### **e. Part-Time Appointment**

A part-time appointment indicates an employee who may work between one and 1500 hours per year (28.8 hours per week average) over a 12-month period. Part-time appointments may be for a defined period of time or specific to project work, but may also be for an indefinite period of time. Part-time employees with multiple appointments in the City may not work more than 1500 hours total per 12-month period for all positions held. Employees and managers are expected to monitor time worked to maintain totals below allowable averages.

Part-time employees are hired as "Variable Hour Employees" as defined by [IRS Notice 2012- 58](#): An employee is a variable hour employee if, based on the facts and circumstances at the date the employee begins providing services to the employer (the start date), it cannot be determined that the employee is reasonably expected to work on average at least 30 hours per week over a 12 month period.

Under limited circumstances, should part-time employee hour averages rise to 30 hours per week over the City's Standard Measurement Period or an employee's Initial Measurement Period, they may become eligible for medical benefits if they meet one of the following criteria:

1. From June 1 through May 31 (the City's Standard "Measurement Period") if an employee worked an average of at least 30 hours a week for the City during entire 12 month period. Medical Insurance eligibility would extend for a 12 month period and become effective July 1. **OR**
2. During the 12 month period beginning on the first of the month following an employee's hire date (the employee's new hire "Initial Measurement Period") if an employee worked an average of at least 30 hours a week for the City. Medical Insurance eligibility would extend for a 12 month period and become effective the first of the month

following eligibility.

Part-time positions are not eligible for core benefits other than those required by law such as

Social Security, workers' compensation insurance, unemployment insurance, and Medicare. Part-time employees who gain eligibility to Medical Insurance are not eligible for other core benefits.

Part-time employees may be eligible for certain fringe benefits (See the [Employee Benefits Manual](#), the employee portal [Benefits Guide](#), or contact Human Resources for details).

#### **f. Seasonal Appointment**

A seasonal appointment is an appointment to a position which is open during a specific season defined at the time of hire such as parks maintenance crews, golf employees, seasonal recreation program staff members, snow removal crews, etc. Seasonal positions involve labor performed on a seasonal basis where, ordinarily, the employment pertains to or is of the kind exclusively performed at certain seasons or period of the year and which, from its nature, may not be continuous or carried on throughout the year. Seasonal employees may work full-time or part-time hours. Seasonal employees may not work past seasonal declared end date without HR permission.

Seasonal employees are hired as "Variable Hour Employees" as defined by IRS Notice 2012-58: An employee is a variable hour employee if, based on the facts and circumstances at the date the employee begins providing services to the employer (the start date), it cannot be determined that the employee is reasonably expected to work on average at least 30 hours per week over a 12 month period.

Under limited circumstances (such as appointment to two separate seasonal positions during the winter then summer season), should seasonal employee hour averages rise to 30 hours per week over the City's Standard Measurement Period or an employee's Initial Measurement Period, they may become eligible for medical benefits if they meet one of the following criteria:

1. From June 1 through May 31 (the City's Standard "Measurement Period") if an employee worked an average of at least 30 hours a week for the City during entire 12 month period. Medical Insurance eligibility would extend for a 12 month period and become effective July 1. **OR**
2. During the 12 month period beginning on the first of the month following an employee's hire date (the employee's new hire "Initial Measurement Period") IMP employee worked an average of at least 30 hours a week for the City. Medical Insurance eligibility would extend for a 12 month period and become effective the first of the month following eligibility.

Seasonal positions are not eligible for core benefits other than those required by law such as Social Security, Workers' Compensation Insurance, Unemployment Insurance and Medicare. Seasonal employees who gain eligibility to Medical Insurance are not eligible for other core benefits. Seasonal employees may be eligible for certain fringe benefits (See the [Employee Benefits Manual](#), the [employee portal](#) or contact Human Resources for details).

#### **g. Special Employment Agreement**

Special employment agreements are used for those employees who are appointed by the City Manager upon terms set forth in a written employment agreement signed by the employee, approved as to form by the Legal Department and signed by the City Manager. Employees under special employment agreements are (1) employed to carry out special projects with a specific end date and/or (2) the scope and nature of the work requires expertise not otherwise available.

#### **h. Volunteers**

Departments utilizing the services of volunteers should refer to the Park City Municipal Corporation Administrative Policy on Volunteers and contact Human Resources prior to the recruitment of any volunteers. For volunteers less than 18 years of age, see section [2.9 Child Labor Underage Workers](#).

#### **i. Community Service**

Department utilizing the services of community service workers should refer to the Park City Municipal Corporation Administrative Policy on Volunteers and contact Human Resources prior to use of community service workers.

#### **j. Student Intern**

A student intern appointment indicates an employee who may work between one and 40 hours per week for the temporary period they are actively enrolled and attending an accredited College and/or University and may not work more than 1500 hours total per 12- month period. Student interns are positions which are not eligible for core benefits other than those required by law such as Social Security, Workers' Compensation Insurance, Unemployment Insurance, and Medicare. Student interns may be eligible for certain fringe benefits (See the [Employee Benefits Manual](#), the [employee portal](#) or contact Human Resources for details).

### **2.3 Rehire Policy**

The City will consider all qualified applicants for employment with Park City Municipal Corporation. If an employee leaves the City and reapplies at a later date, the City will consider the employee's qualifications for the job and his/her prior work performance record with Park City Municipal Corporation.

It is the policy of the City not to rehire those employees who have been terminated for cause. Also, those who quit without giving the appropriate amount of written notice as specified may not be eligible for rehire.

A request for review may be made to the Human Resources Manager by any supervisor or manager interested in a former employee who has been terminated for cause or who gave insufficient notice upon resignation. Exceptions to this policy may be made by the City Manager.

The written request must show supportable evidence of the following:

1. Why the rehire would be in the best interest of Park City Municipal Corporation;
2. Conditions surrounding the original separation;
3. Why no one else suitable for the position can be transferred or recruited and what assets/qualifications the applicant possesses that outweigh those of other qualified applicants.

Inactive employees who re-apply for other positions available city-wide will have their prior work performance and attendance records reviewed before re-hire in accordance with hiring qualifications.

#### **2.4 “Fitness for Duty” Medical Examinations**

The City may require that any applicant complete a “fitness for duty” medical examination or functional analysis testing to determine whether or not an applicant can perform essential job functions with or without reasonable accommodation. Medical examinations are conducted at the conclusion of the hiring process and after the conditional job offer, but prior to the actual start date. Certain positions may also require a medical examination as part of state or federal regulations. City-requested medical examinations will be conducted at the City’s expense.

The City may require any employee to complete a “fitness for duty” examination, employer EAP referral, or functional analysis testing if it believes an employee may not be physically or emotionally able to perform essential job functions or if necessary to determine whether an employee performing a physically demanding job continues to be fit for duty. The City may also require a “fitness for duty” examination after an employee returns from any extended leave including but not limited to short-term disability, long-term disability and return to work from personal or professional trauma, limited or light duty. City required examinations will be conducted by a provider of the City’s choice or approval and at the City’s expense.

#### **2.5 Pre-Employment Drug Testing**

The City has a responsibility to employees to make a reasonable effort to provide a safe work place and a responsibility to the public to make a reasonable effort to promote public safety. Therefore, applicants for certain positions may be required to submit and pass a drug screening test as a condition of employment (See section [5.11 Use of Drugs and Alcohol](#)).

#### **2.6 Federally Required Drug Testing**

The City is required to test certain employees for drugs pursuant to federal regulations. Such testing will take precedence over related provisions in this manual.

#### **2.7 Background Checks and Credit Checks**

The City believes in promoting a safe environment for our customers and employees. In many instances, background and/or credit checks serve as an important part of the selection process. All background screens will be conducted in compliance with the Fair Credit Reporting Act (“FCRA”) and any other applicable laws. Background checks are performed to obtain information necessary

to ensure the protection of people, physical property, proprietary information and assets.

Background and/or credit checks will be conducted on all job applicants applying for previously identified positions. These positions have been pre-determined for positions who may work with proprietary information, security, financial responsibilities, confidential or sensitive information, or as otherwise determined pursuant to a legitimate business need. The background screen will only be used for evaluating the applicant for employment; it will not be used to discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, gender identity, or any other protected characteristic under state or local law.

Park City Municipal reserves the right to conduct a criminal background check for a current employee if circumstances indicate criminal activity by this employee may have occurred.

Background checks for public safety positions are performed in house by public safety personnel, and follow a separate procedure. Please see the public safety policy manual for further details.

#### **a. Pre-Employment Background Checks**

The City shall not exclude an applicant from an initial interview because of a past criminal conviction. An applicant shall not be required to disclose a criminal conviction on an employment application, before an initial interview, or if no interview is conducted, before making a conditional offer of employment. This shall in no way prevent the City from asking an applicant for information about their criminal conviction history during an initial interview or after an initial interview, or considering an applicant's conviction history when making a hiring decision. A third-party agency will be used to conduct the background checks, and may also verify the accuracy of the information provided by the applicant during the selection process. Information collected by the agency may include criminal history, past employment, education, character, finances and reputation.

The City will ensure that all background checks are conducted in compliance with all applicable federal and state statutes, such as the Fair Credit Reporting Act and the Americans with Disabilities Act. The information that can be collected from previous employers and other sources will be limited to that which is job-related and pertains to the quality and quantity of work performed by the applicant and to the applicant's attendance record, education and other lawful, work-related inquiries. The human resources department along with appropriate management personnel will be primarily responsible for the background check process.

The City may check criminal arrest and conviction records as part of the background check. In accord with the Equal Employment Opportunity Commission's current interpretation of Title VII of the Civil Rights Act of 1964, this information cannot be used as a basis for denying employment, unless it is determined to be job-related and consistent with business necessity.

An arrest or conviction does not necessarily constitute disqualification. The City will consider the following factors: 1) the nature and gravity of the offense or conduct; 2) the time that has passed since the offense, conduct, and/or completion of the sentence; and 3) the nature of the job \_\_\_\_\_

sought. The City will inform the applicant before taking adverse action and advise the applicant of his or her rights to dispute inaccurate information. If an applicant with a pending criminal case is hired, his or her continued employment will be reviewed upon disposition of the case. Applicants who refuse to consent to a criminal background screening are not eligible for employment.

#### **b. Pre-Employment Credit Checks**

Credit reports may collect credit information on applicants consistent with the guidelines set forth by the federal Fair Credit Reporting Act (FCRA). The FCRA requires organizations to obtain a candidate's written authorization before obtaining a credit report. The City will also disclose to the applicant or employee, on a separate form, its plans to obtain a consumer or investigative consumer report and that the information received will be used solely for employment purposes and be seen by only those who require the information to make an informed hiring choice. The City will also provide the individual with a summary of his or her rights under the FCRA.

Applicants may request additional information on the nature of the report and the means through which such information may be obtained such as information about the individual's character, general reputation and personal characteristics. If the results of the credit check are unfavorable, the City will inform the applicant before taking adverse action based on the results, provide the applicant with a Statement of Consumer Rights from the Federal Trade Commission, offer the applicant the opportunity to review a copy of the credit report, and advise the applicant of his or her rights to dispute inaccurate information. Applicants will be granted five business days to dispute the information.

#### **c. Employee Arrests, Pleas and Convictions**

If a current employee is arrested, makes a plea of guilty or no contest, or is convicted of a crime, they must inform the HR Department of the City within 5 working days.

Employees who are arrested are responsible to provide a copy of the police report (and any other associated documentation concerning the arrest and charges) within 24 hours of the information being available. Noncompliance with the above-stated requirements or misrepresentation of the circumstances of the arrest can serve as grounds for disciplinary action up to and including termination.

Pursuant to an arrest and upon receipt of the police report and associated documentation, the City will consider the following factors: 1) the nature and gravity of the offense or conduct; 2) the time that has passed since the offense, conduct, and/or completion of the sentence; and 3) the nature of the job held. The City will inform the employee before taking adverse action and advise the employee of his or her rights to dispute inaccurate information. Pending prosecution, the employee may be subject to disciplinary action up to and including termination.

#### **d. Confidentiality**

Information obtained from the background check process will be shared only when necessary, and only with those involved directly in a final decision which may include a direct supervisor,

manager and/or City Manager. Outside of information which may impact a hiring or disciplinary decision, results will be kept strictly confidential. Only appropriate human resource personnel will have access to this information. No information from background and/or credit checks will be stored in the employee's personnel file. Rather, it will be maintained in a separate location and will not be accessible for managers. The City complies with all federal and state laws regarding the collection, storing and disposal of information, such as the Fair and Accurate Credit Transactions Act (FACTA).

## **2.8 Hiring Relatives & Dating**

Any qualified applicant who applies for a position with Park City Municipal Corporation will be considered for employment. The City reserves the right not to hire an applicant who is or may become related to a current employee. The City also reserves the right not to promote or transfer an employee who is or may become related to a current employee.

No member of an employee's immediate family shall be under the direct or indirect supervision of a said employee unless a specific exception has been granted by the City Manager prior to appointment and/or hire. Such requests for exceptions to the City Manager are generally disfavored. The immediate family shall include mother, father, brothers, sisters, aunts, uncles, grandparents, stepparents, children, wife, husband, mother-in-law, father-in-law, sisters-in-law, brothers-in-law, son-in-law, daughter-in-law, stepchildren, grandchildren, and domestic partners.

The City does not permit romantic relationships or dating between supervisors and subordinates. For purposes of this policy, a supervisor includes any supervisor within the same line of authority as the subordinate or any person charged with evaluating the subordinate. If such a relationship develops, the supervisor involved is responsible to immediately disclose the existence of the relationship in writing to his/her supervisor. It is within City's sole discretion that one or both of the persons involved may be transferred or given a different assignment.

## **2.9 Child Labor Underage Workers**

The Fair Labor Standards Act (FLSA), as amended, permits the employment of under-age workers with restrictions. Under-age workers are defined to be any persons between the ages of 14-17. The City does not permit the employment of workers less than 14 years of age.

14-15 year-old restrictions:

- Work must take place during non-school hours;
- No more than 3 hours of work is permitted on a school day;
- No more than 18 hours of work is permitted in a school week;
- No more than 8 hours of work is permitted on a non-school day;
- No more than 40 hours on a non-school week;
- Work must take place between the hours of 7 a.m. and 7 p.m. (except from June 1 through Labor Day, when possible evening hours are extended to 9p.m.);
- No hazardous work is permitted including transportation, public utilities, or operating power-driven machinery;
- Prohibited from driving in connection with their employment

16-17 year-old restrictions:

- No hazardous work is permitted including transportation, public utilities, or operating power-driven machinery;
- Prohibited from driving in connection with their employment

Minors, under the age of 18, are entitled to a meal period of at least 30 minutes not later than five hours from the beginning of their shift. A rest break is required for minors of at least 10 minutes for every three hour period or part thereof that is worked. The City also requires a signed note from the parents or legal guardian of any individual less than 16 years of age acknowledging and approving work duties to be submitted with any new hire paperwork.

## **Section Three (3) CHANGE IN EMPLOYMENT STATUS**

### **3.1 Transfer**

A transfer is the appointment of an employee to a new position. Employees who are transferred are subject to a probationary period. See section [2.2a. Probationary Appointment](#) for details.

When a job vacancy is announced, any City employee may apply to transfer to the position. All qualified applicants will be considered although no City employee is ensured of selection. If the employee successfully applies for transfer during his/her original probationary period, the employee shall undergo a new and separate probationary period in the position to which he/she is transferred. Any proposed changes in pay must be effective the first day of a City established pay period.

The City reserves the right to transfer its employees, either permanently or temporarily, from one job to another or one department to another, according to need. If employees refuse to be transferred and/or the City determines in its sole discretion that there is not work for them in their current positions they may be subject to a reduction in force.

Certain transfers are subject to appeal as described in section [6.3 ETDAH Appeal Rights and Procedures](#) in this manual.

### **3.2 Promotions**

Promotion is the appointment of an employee to a position in a higher classification and/or salary range.

Insofar as it is consistent with the best interest of the City, promotional opportunities within the City's service shall be encouraged. However, vacancies may be advertised outside the City and promotional examinations or tests may be required.

When an employee is promoted to a higher position classification, the employee shall be eligible for an increase in pay within the pay range of the higher position classification. The exact percentage of the increase shall be recommended by the Department Manager, reviewed by the

Human Resources Manager and submitted to the City Manager for final approval. The employee's new pay rate should be within the range for the pay grade assigned to that position. Employees who are promoted to a new position are subject to a probationary period. See section [2.2a. Probationary Appointment](#) for details.

In the case of part-time or seasonal employees, personnel action forms should be forwarded to the Human Resources Manager as the City Manager's designee for review and approval. The employee's new pay rate must be within the range of the pay grade assigned to that position.

### **[3.3 Transfers for Disciplinary Reasons \(Demotion\)](#)**

Employees transferred for disciplinary reasons to a position in a lower salary/grade range will be paid at the lower rate when they begin the new job unless otherwise approved by the City Manager. A transfer for disciplinary reasons (demotion) shall be recommended by the Department Manager, reviewed by the Human Resources Manager and submitted to the City Manager for final approval.

A change in job title that does not affect the pay and classification of the employee shall not be considered a demotion. Certain demotions are subject to appeal as described in section [6.3 Employee Transfer & Discharge Appeal Rights and Procedures](#) of this manual.

When an employee is placed into a lower grade resulting from inability to perform assigned work, the employee's pay will be adjusted to a rate no greater than the working level of the lower grade.

### **[3.4 Department Reorganization](#)**

When an existing position is vacated or proposed for elimination from an existing department or when requirements, duties and job descriptions of a department have dramatically changed, a reorganization or department restructure may be proposed to the City Manager for consideration. The department must mitigate all potential impacts to internal and external customers caused by the reorganization or department restructure.

In cases where it is determined the reorganization or department restructure will eliminate or significantly change job descriptions, the Pay Plan Technical Committee will review the new job descriptions, conduct a market analysis using the latest available payroll benchmarks. If an appropriate benchmark is not available, the Technical Committee shall forward the reorganization information on those positions that do not have benchmarks available to the acting Pay Plan Committee for internal equity review. A final recommendation shall then be forwarded to the City Manager as to where the recommended job descriptions should be placed in the pay plan. See [Administrative policy - Salary Adjustments Outside of Adopted Pay Plan](#). Reorganization or department restructure could result in an employee change in employment status (see [Section 3 Change in Employment Status](#)).

The department requesting the reorganization or department restructure must submit a proposal to the City Manager that includes a demonstrated need for the reorganization or department restructure, new organizational chart, potential costs or savings and changes in job descriptions for review.

The City Manager may review and approve, deny, or revise the request. The City Manager may initiate department reorganization or restructure at any time deemed necessary.

Requests for the elimination of an entire department or combination of two or more departments must be submitted to the City Manager and Legal department to determine whether the Municipal Code requires additional Council approval.

### **3.5 Resignation & Discharge**

To resign in good standing, exempt and non-exempt employees must give the City Manager two calendar weeks' prior notice with the exception of the Management Team who must give the City Manager four calendar weeks prior notice. The department manager or supervisor shall submit the resignation to the Human Resources Manager. The Human Resources Manager will forward the resignation to the City Manager.

Employees may not use any paid time (i.e. vacation, funeral, sick, etc.) hours other than holiday pay in lieu of straight time hours during their final two or four week notice period.

Failure to comply with this rule shall be entered into the personnel file of the employee and may be cause for denial of future employment with the City as well as any vacation or other benefits balance payouts (See section [4.23 Vacation Pay](#)).

The City Manager may discharge any employee of Park City Municipal Corporation at any time subject to [UCA Section § 10-3-1105\(1\)](#) as amended, and to appeal described in section **6 Procedures for Employee Complaints, Discharge and Transfer Appeals**. See section [2.2 Appointments](#). A discharge may be cause for denial of future employment with the City, as well as ineligibility of vacation balances (See section [4.23 Vacation Pay](#)).

### **3.6 Phased Out Retirement**

The City participates in the Utah Retirement Systems (URS) Phased retirement option. Should an employee wish to request this option, they must submit a request in writing to the City Manager. Phased out retirement will only be approved when continued employment is deemed necessary to successful City operations and when there are sufficient funds available to cover costs.

To be eligible for consideration of this phased out retirement program, employees must currently meet the following criteria:

- Full Time Regular status
- Worked in a URS eligible position for the City for 4 years or more
- Currently eligible for retirement in the Utah Retirement System
- Must claim a retirement date with URS and the City
- Does not work for another employer participating in the URS system

If the request for a phased out retirement is approved, employee cannot work more than 20 hours per week following the claimed retirement date. The employee will also no longer be eligible for benefits, and will become a part time status employee with the City. In addition, employees may not work in this “phased out” state for longer than 5 years.

### **3.7 Reduction in Force**

The City Manager may discharge any employee at any time in accordance with implementation of a Reduction In Force strategy as part of a reorganization or as provided in the City Budget Recession/Revenue Shortfall Plan, after consultation with the Legal Department.

### **3.8 Final Paycheck**

All City property must be returned to the department manager or supervisor prior to release of the final paycheck. If an employee is involuntarily terminated, wages will be paid within one business day of termination. Final wages for employees who voluntarily resign will be paid on the next scheduled pay date.

### **3.9 Separation Agreement**

If in the sole discretion of the City Manager a separation agreement is warranted which may or may not include compensation or other consideration, it will be negotiated on a case-by- case basis. Such an agreement in excess of six months’ salary, not including other compensation/benefits, requires the approval of the City Council, unless the agreement is pursuant to a Court order. Any educational assistance, bonuses, or other benefits received by the employee within the last 12 months prior to separation will be taken into consideration.

## **Section Four (4) EMPLOYEE PAY AND WORK PRACTICES**

### **4.1 Classification & Pay: Plan and Administration**

The employee pay and position classification plan contains a list of grades and positions supported by written job descriptions detailing duties and responsibilities of each position and the qualifications necessary for appointment to a position. The classification system is not static and is not intended to fix positions permanently into grades. Instead, the system is periodically reviewed in order to adapt to changing conditions.

Park City Municipal Corporation operates within the guidelines of an established Pay Plan. The pay plan attempts to insure the uniform and equitable application of pay with due regard to the duties, responsibilities, most current available market data and requisite qualifications of each position classification. The City believes rewarding performance and not longevity is an equitable way of compensating employees for their contributions to the organization. All pay plan recommendations and individual employee salary increases or lump merit eligibility are subject to budget constraints and/or revenue availability and may be altered or rescinded by the City Manager at any time. See the [Classification & Pay Plan Manual](#) for details.

### **4.2 Employee Pay**

City policy and practice comply with all laws, both State and Federal. In the event of an inadvertent or improper pay deduction, affected employees are requested to bring the situation to the attention of the Payroll Coordinator immediately. The City will review the situation thoroughly and make any corrections to an employee's pay deemed necessary. Questions or concerns about the City's policy should also be directed to the Human Resources Department.

Overpayment of wages or benefits will be deducted from upcoming employee's pay checks. Depending on the size of the overpayment of wages or benefits, a re-payment schedule and timeline may be approved by the Finance Manager.

#### **4.3 Work Week & Pay Periods**

Park City Municipal Corporation operates its payroll system on a biweekly time period. The biweekly pay period is defined as the two-week period commencing at 12:01 a.m. Sunday and running to 12:00 midnight Saturday of the following week, running concurrently with the two-week period used to compute payroll. The standard work week for all non-public safety personnel at Park City Municipal Corporation begins on Sunday and ends Saturday of the same week. The standard work week for all public safety personnel is defined by the biweekly pay period of 80 hours. Time must be approved by employees by 10:00am on the Monday following the end of the pay period and approved by Managers by noon. The typical work week for full-time regular employees is 40 hours per week, with the exception of public safety personnel which is the biweekly pay period of 80 hours. Departments may supplement less than 40 hours with the employee's Vacation balance if work was provided but declined.

Employees are paid every other Friday for the proceeding pay period. Park City does not offer live paychecks. Employees are required to sign up for direct deposit or a City pay card. More information is available in the Finance Department.

#### **4.4 Break Time and Lunch Period**

Policies covering break time and lunch periods vary by department. Employees should contact their Department Manager or the Human Resources Department. For lunch and break period requirements for employees less than 18 years of age, see section [2.9 Child Labor Underage Worker](#). For break time requirements for nursing mothers, see section [4.18.a. Medical Maternity Leave](#).

#### **4.5 Time Keeping**

Any non-exempt employee who works during a biweekly pay period is required to check in to work by an approved time-keeping method. This may include check in via a physical time clock, phone app, or computer check in. Employees are accountable for using the timekeeping method approved by their supervisor, team or department. Employees are not permitted to save up hours worked and report them on a payroll other than the one coinciding with actual days worked. Employees who submit their time late on Monday following the end of the pay period may not be paid until the following pay period. Violation of time keeping policies or falsification of time reported may result in disciplinary action up to and including termination.

Time must be verified by the employee and approved by a supervisor and/or team member before forwarding to payroll for processing. Employees are compensated in quarter hour increments only. An employee may clock in or out at any time, other than their initial start time, and punches will be rounded to the nearest quarter hour. Employees with schedules established in the timekeeping system may punch in up to 15 minutes (referred to as a “grace period”) prior to their scheduled starting time, but will not be compensated until their shift begins as scheduled. Employees with no schedules established may punch in up to 7 minutes prior to their scheduled starting time, but will not be compensated until their shift begins as scheduled. Employees punching in later than their approved start time and/or taking longer or shorter than their approved lunch period may be subject to disciplinary action up to and including termination. Employees are expected to be “clocked in” and ready to work, at their work place by the time their shift starts.

Non-exempt employees are required to clock in or out using their department’s approved time keeping method at the beginning and end of each shift and during unpaid meal breaks. Employees who fail to appropriately check in or out of work must have the hours for that day verified according to their supervisor’s or department’s policy and have appropriate corrections made in the timekeeping system by an immediate supervisor. Per the Fair Labor Standards Act (FLSA), non-exempt employees may not perform their job functions without payment. This includes checking email on a cell phone and/or texting others about work topics that would typically be compensated. Failure to comply with this law may result in discipline up to and including termination.

Exempt employees who use any time other than Straight Time hours must indicate such use on their timecard during the pay period in which the hours were used. This includes but is not limited to Sick Leave, Sick Leave FMLA, Sick Leave Family, Sick Leave Family FMLA, Vacation, Lump Merit Leave, Floating Holiday, Funeral Leave, Jury Duty Leave, Maternity Leave, Paternity Leave, and approved Administrative Leave. Actual hours of straight or “worked” time may vary from numbers pre-programmed in timekeeping software. Pre-programmed totals are for accounting purposes only, and must be updated to include time other than Straight Time. Exempt employees must approve all-time records before their submittal to payroll.

Falsification of time clock entries no matter what method used, or allowing any employee to punch in or out for another employee is prohibited and can result in immediate and severe disciplinary action, up to and including termination. Should any discrepancy occur in a time clock entry, employees should contact their supervisor immediately. Any team member or supervisor who signs another employee’s timesheet is accountable for the verification and accuracy of the time declared.

Paid or unpaid administrative leave for all employees, exempt and non-exempt, must be pre-approved by the City Manager.

Qualified Sick Leave, Maternity Leave, Paternity Leave, Sick Leave Family and Workers’ Compensation Leave may also be considered Family Medical Leave and deducted from the 12

weeks of FMLA available to all qualified employees, exempt & non-exempt, each pay period. See section [4.19 Family Medical Leave](#).

#### **4.6 Overtime**

For non-exempt and non- public safety employees, overtime is time in excess of a 40-hour work week. For non-exempt public safety employees, overtime is defined as those hours worked in excess of 80 hours during the biweekly pay period.

Hours actually worked (Straight Time) and actual on-call hours worked (On Call Pay) will be used for the purpose of calculating overtime. All other leave hours including Sick Leave, Sick Leave FMLA, Sick Leave Family, Sick Leave Family FMLA, Holiday Pay, Vacation, Floating Holiday, Funeral Leave, Jury Duty Leave, and Release Time are not used for calculating overtime hours. Administrative Leave is never used in the calculation of overtime.

An employee must obtain his/her supervisor's approval for overtime hours prior to working overtime hours. Each department has general rules relating to overtime. Employees should consult their supervisor or department manager for clarification on department specific practices. All hourly employees without overtime approval from their supervisor are required to conclude their day's work at the established quitting time. Any non-exempt employee must obtain his/her supervisor's approval to conduct City-business while off- duty. This includes but is not limited to answering or sending phone calls and emails for City-business while off-the- clock.

#### **4.7 Garnishments & Wage Attachments**

Occasionally the City will be served with a Garnishment Writ of Execution or wage attachments against an employee's wages. The City is required by law to comply with properly served garnishments.

Garnishments create additional workload for City staff and therefore employees are urged to arrange promptly for the discharging of any amount of judgment against them. If the garnishment cannot be paid outright, it is suggested that an agreement to make periodic payments be arranged until the judgment is discharged. Alternatively, the employee should make arrangements for a loan to pay off the judgment.

#### **4.8 Payroll Deductions**

The law requires that certain deductions be withheld from an employee's paycheck. These include Social Security (FICA), Medicare, worker's compensation, federal and state taxes. These deductions are based on a schedule provided by the government and bear a direct relationship to the exemptions the employee claims and the employee's earnings. Additional deductions will be withheld according to the contributory benefits elected by employees, such as insurance premiums, retirement, employee purchase plans, etc. Employee payroll check stubs detail all deductions.

## **4.9 Flex Schedules**

Employees are required to work either an eight or ten-hour day that includes “core hours” defined by the department. Any department interested in allowing a modified flex schedule must have approval from the City Manager. Flex time schedules allow regular full-time exempt and non-exempt employees, with the approval of their supervisor and within certain limits, to set their starting and ending times for the workday. Managers must submit a flex plan and schedules including but not limited to recommendations, costs, benefits, and customer service impacts to the City Manager before scheduling begins. Offices and/or departments may not close between normal business hours due to flex schedules nor can customer service be diminished. Managers must submit flex schedules to HR annually in April of each year, as well as any time they are recommending changes to previously approved flex schedules.

The Human Resources Manager will compile and maintain a list of which departments and divisions are implementing or utilizing a flex schedule and present it to the City Manager annually. Flex schedules must comply with the Fair Labor Standards Act (FLSA) and the City’s policy on overtime and work week designation as defined in section [4.6 Overtime](#). Flex schedules may be modified or rescinded at any time by the department manager or City Manager.

## **4.10 Telecommuting**

The City confirms its commitment to assisting employees in developing a work-life balance by supporting the use of telecommuting, when it is reasonable and practical to do so and when operational needs will not be adversely affected. It can also reduce absenteeism in certain situations and improve productivity. Telecommuting allows an employee to work from home all, or part of, their regular workweek.

Telecommuting is not intended to permit employees to have time to work at other jobs or run their own businesses. It is not an entitlement or a City wide benefit, and can be altered or terminated at any time with or without notice, pursuant to City needs.

Please refer to the Administrative Policies found on the Employee Portal ([ep.parkcity.org](http://ep.parkcity.org)) or contact the Human Resources Department for information and direction on Telecommuting.

## **4.11 Absences & Tardiness**

Employees are expected to report to work on time. Tardiness is expensive, disrupts workflow, compromises customer service and will not be tolerated. Unauthorized or excessive absences or tardiness may result in disciplinary action up to and including termination. An absence is considered to be unauthorized if the employee has not followed proper notification procedures or the absence has not been properly approved. Unsatisfactory attendance may also have an adverse effect on any promotional opportunities.

If an employee is going to be late or absent for any reason, he/she shall contact his/her

supervisor or their designee at least one hour prior to their regular starting time. It is the employee's responsibility to ensure that proper notification is given. Leaving voice mail messages is not considered proper notice unless authorized by department supervisor; asking another employee, friend or relative to give this notification is acceptable only under emergency circumstances.

Employees who know they will be absent on three or more consecutive work days are required to notify their supervisor in advance of their absence. Employees who are absent on consecutive work days as a result of day-to-day illnesses are required to notify their supervisor each day. Employees who take sick leave for three or more consecutive shifts are required to provide their supervisor or department manager with a doctor's note from a certified medical provider upon return to duty verifying their ability to return to work full duty. Supervisors should forward all doctors notes to Human Resources. Absences occurring around regularly scheduled days off are considered consecutive. For example, Thursday, Friday, Monday absences are considered three consecutive work days for those working a typical workweek.

Employees who exhibit a pattern of absences (three or more occurrences of two consecutive work day absences or more than 40 hours) in any three-month period may be required to furnish a doctor's note from a certified medical provider verifying each occurrence of illness until the employee's pattern of absences ceases.

Patterns of absences include but are not limited to Monday and Friday absences, absences prior to scheduled time off, holidays or sick leave taken on more than two consecutive scheduled work days in any month. This applies to both non-exempt and exempt employees.

Employees who are absent from work for three consecutive days without giving proper notice, communication or verification to a supervisor or manager will be considered to have voluntarily terminated his/her employment with the City. At that time, the termination will be formally noted in the employee's personnel file and the employee will be advised of the action by certified mail to the employee's last known address.

#### **4.12 Salary Increase and Performance Evaluations**

As part of the City budget process, the City Council will decide on the amount of funds appropriate for employee pay. Any recommended changes in pay levels must be effective the first day of an approved City pay period.

##### **a. Position Reclassification Due to Pay Plan Review or Market Salary Adjustment**

Council may approve an adjustment to pay plan grade levels. An employee whose current classification is moved to a higher pay grade will move into the new grade at their current wage or the minimum wage of the grade, whichever is greater.

##### **b. Merit Increase to Employee Pay**

All employees meeting expectations with no performance issues raised in the most recent

evaluation will be eligible for an increase. Merit increases in pay must be effective concurrent with the annual performance review process effective July 1 of each year.

If an employee's salary is above the Top of Range rate for his/her position classification because the position was redlined due to employee transfer, etc. regardless of the reason, any increase will be calculated and treated as though the employee was at Top of Range.

Factors that will not affect eligibility for a merit pay increase are a department transfer within the same pay class or range or leave-without-pay for 30 or fewer calendar days.

### **c. Performance Reviews**

Managers should assist in an employee's development to full potential, help overcome performance deficiencies, and develop an employee's understanding of performance requirements.

Realistic rating of each employee's performance should be conducted, and result in appropriate recognition of differences in individual performance. Eligibility for salary increases within a specific job is based upon how well an employee performs during any given review period. It is therefore, essential that performance be formally reviewed and proper documentation is submitted to the Human Resources Department.

All written employee performance reviews, including self-evaluations and any actions resulting from the review shall become a part of the employee's permanent personnel file. Employees shall not be eligible for pay raises unless a written evaluation of the employee's performance is included with the pay raise request.

A performance review does not precipitate a salary adjustment. The program should not be construed as authorizing annual increases for employees. Annual performance reviews should be done whether or not the employee is being recommended for salary increase and/or lump merit. (See the [Performance Reviews Manual](#) for review process requirements and details).

### **d. Full-Time Regular Employee Reviews**

Full-time regular employees will receive a performance evaluation for the review period of April 16 – April 15 . Performance evaluation pay and bonuses are effective July 1. Full-Time regular employees may be eligible for a lump merit of up to 7% annually subject to completion of the review period, performance which exceeds expectations, budget constraints and revenue availability. The amount of the performance lump merit will not result in a permanent increase to salary for that position. The City will, however, make retirement contributions on performance lump merits (lump sum) consistent with contributions on base pay.

Each employee who meets the standard identified in the job description of his/her position in their performance review will be eligible to receive a percentage of salary increase until such time they reach working level. In addition, an employee exceeding his/her performance goals may receive a lump merit up to the annual percentage while an employee who has been

performing at or below competency levels may receive no lump merit. Employees who consistently demonstrate excellence in job duties and standards may be eligible for pay increases beyond working level to the grade maximum.

Proposed pay raises and lump merits shall be recommended by the Department Manager and approved by the City Manager or, in the case of part-time employees, the Human Resources Manager as the City Manager's designee.

No time spent on leave-without-pay will count toward lump merit eligibility. If the employee is on leave-without-pay status for over 30 days, no time spent in leave-without-pay over 30 calendar days will count toward merit increase eligibility. The new effective service date will be extended on a day-to-day basis with time taken for leave-without-pay calculated. Time considered as leave without pay includes Short-Term Disability (STD), unpaid Worker's Compensation Leave (WC), Long-Term Disability (LTD), Family Medical Leave (FMLA), Unpaid Leave and mandatory unpaid leave due to disciplinary actions.

For information on Part Time, Student Intern & Seasonal Employee Reviews, see section [4.13 Bonuses](#).

**e. [Pay upon Promotion](#)**

When a full-time regular status employee is promoted to a higher position classification, the employee shall be eligible for an increase in pay within the pay range of the higher position classification. The percentage of the increase shall be recommended by the Department Manager and submitted to the Human Resources Manager for review. Following review, the Human Resources Manager shall submit the recommendation to the City Manager for final approval. Only on special approval by the City Manager will an employee be allowed to immediately move to the working level of the pay range in which they are being promoted.

In the case of part-time or seasonal employees, personnel action forms should be forwarded to the Human Resources Manager as the City Manager's designee for review and approval. The employee's new pay rate must be within the range of the pay grade assigned to that position.

**[4.13 Bonuses](#)**

**a. [Purpose](#)**

The bonus program is designed to provide recognition for a specific incident that goes above and beyond an employee's normal job duties, as well as recognition for safety, accident record, and/or other on-the-job accomplishments and contributions. Gifts and gift cards purchased with City funds and given to employees are considered bonuses, and must be categorized and approved per the processes below.

**b. [Bonus Categories](#)**

**1. [Instant Bonus](#)**

Any employee may nominate another employee for an instant bonus to a maximum of \$100.00 with the Human Resources Manager's and the nominee's Manager's approval. Instant bonuses may be grossed up in the payroll system if the request for gross up is reflected on the Personnel Action Form (PAF).

### **2. Cost Savings Bonus - Outside Normal Job Duties or Description**

Any employee may receive up to 10% of cost savings not to exceed \$3,000.00 that would be realized in the first year following the implementation of an employee's cost savings idea.

Any cost savings bonus requires prior written approval of the City Manager. Nominations must be in writing and forwarded to the Human Resources Department. The cost savings idea must be outside of an employee's normal job duties or job description. Cost savings bonuses may not be grossed up in the payroll system.

### **3. Merit Bonus**

A merit bonus of up to \$400.00 may be recommended for a full-time regular exempt or non-exempt employee by his/her supervisor at any time throughout the year. Merit bonuses should be reserved for the most productive and estimable performances. They should be based upon the employee's contribution to a department or City essential project, completion of a specific project milestone, exceptional meritorious performance, and/or acknowledgement of efforts during particularly challenging work. Any meritorious bonus over \$100.00 must be approved by the City Manager. Projects or events that become ongoing will not be given a merit bonus beyond the year of implementation. Merit bonuses may be grossed up in the payroll system only with City Manager approval.

### **4. Part-Time and/or Seasonal Employee End-of-Season Bonus**

A part-time and/or seasonal employee who is not eligible for performance or pro shop bonus programs may receive a bonus based on approved end-of-season time and shift requirements, safety, accident record, and/or other on-the-job accomplishments, contributions and specific department criteria. Each department with retention/end-of-season bonus programs must have the criteria by which the bonus is calculated approved by the City Manager and on file in Human Resources before any bonus is approved. All end-of-season bonuses over \$100.00 must be approved by the City Manager. End-of-season bonuses are funded by individual departments and should be budgeted accordingly. These bonuses may not be grossed up in the payroll system.

### **5. Part-time Employee Performance Bonus**

Human Resources provide funding for part-time employee performance bonuses. A department manager who has staff that may be eligible for this bonus program must provide a list of positions and employees who may be eligible, and an estimate of the maximum amount of bonus for the employee in that position based on 4% of the annual hours worked at the employee's current rate of pay.

Each department requesting part-time employee performance bonuses must have the criteria by which the bonus is calculated and the employees eligible approved by the City Manager and on file in Human Resources. All part-time non-benefitted employee performance bonuses over \_\_\_\_\_

\$100.00 must be approved by the City Manager. These bonuses may not be grossed up in the payroll system.

**6. Part-time and/or Seasonal Employee Pro Shop Bonus**

Any employee who may be eligible to receive a bonus based on sales or pro shop revenue calculations and is not eligible for any other end-of-season or performance bonus programs

may receive a bonus based on sales or pro shop revenue generation. Pro Shop Bonuses are only offered to those part-time and/or seasonal employees that actually work in pro shops of certain City departments such as the Racquet Club and the Golf Course. All Pro Shop Bonuses over \$100.00 must be approved by the City Manager. These bonuses may not be grossed up in the payroll system.

## **7. Perfect Attendance Bonus**

To reward full-time regular, non-exempt employees who have been released from probation and who do not use Sick Leave, Sick Leave FMLA, Sick Leave Family, Sick Leave Family FMLA, Maternity, Paternity, disability or Workers' Compensation hours, the following incentive will be provided: For each quarter (Jan-Mar, Apr-Jun, Jul-Sep, Oct-Dec) of perfect attendance, full-time regular employees will receive a \$100 bonus. If the employee has perfect attendance for the entire calendar year, he/she will receive an additional \$200 at the end of the corresponding year. The bonuses will be paid within 30 days after the end of the quarter. Perfect attendance bonuses do not apply to employees on short- or long-term disability, or employees off work due to a Workers' Compensation related injury. Perfect Attendance Bonuses may be suspended at any time for any reason by the City Manager. Exempt employees are not eligible for this incentive.

### **c. Documentation and Procedure**

Any department requesting performance, pro shop, or end-of-season bonuses for part-time employees must have the criteria by which the bonus is calculated, the employees' eligibility approved by the City Manager and on file in Human Resources.

A written memorandum articulating the specific reasons and/or employee eligibility must be submitted to Human Resources and approved by the City Manager prior to bonus recommendations. This documentation must be completed for each employee evaluated, and accompany a Personnel Action Form (PAF) with the appropriate approvals to the Human Resources Department for processing.

Part-time and/or seasonal employees are eligible for only one bonus. They are eligible for either a performance bonus, an end-of-season bonus, or a pro shop bonus. Full-time regular or employees under Special employment agreements are not eligible for end-of-season or pro shop bonuses.

### **4.14 Release Time**

As part of the City's wellness program and with prior supervisory approval, eligible employees may be granted 30-60 minute periods, up to a maximum of 90 total minutes per week, to participate in an approved physical activity. Release time may only be granted during an employee's regularly scheduled work hours, at the beginning or end of their work shift or in conjunction with their lunch hour (provided the lunch break is not taken at the end or beginning of the shift). Release time is considered "non-productive" time, and is not included in overtime calculations. Release Time must be pre-approved by supervisors at any time depending on department needs. This time will be recorded as Release Time on timesheets.

#### **4.15 On-Call Pay**

On-call employees shall receive \$18.00 per day and a two hour minimum pay per call out. Except for emergencies when phone conversations are necessary, travel time to and from work is considered non-productive time and therefore is not paid. On-call employees may be provided with a City vehicle which shall be used only by the employee for on-call emergencies.

On-call employees shall strictly adhere to all City policies and procedures and in particular section **5.11 Use of Drugs and Alcohol** of this manual. On-call employees shall not drive City vehicles or perform on-call emergency services while under the influence of drugs (legal or illegal) or alcohol.

This on-call policy does not apply to Police Officers or exempt employees.

#### **4.16 Sick Leave & Sick Leave FMLA**

Sick leave is leave with pay granted to a full-time regular employee who is suffering from an illness or a disability which prevents him/her from performing his/her usual duties and responsibilities. If an employee is sick, he/she will be paid at his/her regular pay rate for work hours missed due to the illness up to 120 hours per illness or occurrence, and no more than a total of 140 hours per calendar year.

When an employee is absent due to illness, doctor's appointment, or dental appointment, the time will be recorded as Sick Leave on time sheets. Employees taking three or more consecutive work days as leave will be required to provide documentation of illness or medical necessity from a physician upon return to work to their supervisor, team or the Human Resources department. Supervisors or teams receiving sick leave notes from employees should forward them to the Human Resources department immediately. It is the responsibility of the supervisor or team to monitor the amount of sick time being used and deal with abusers through the formal disciplinary procedures as provided in section **5.14 Disciplinary Procedures**. Employees with consistent patterns of absences, whether on paid or unpaid leave status, may be subject to disciplinary action up to and including termination. Consistent patterns of absences may include Monday and Friday absences, absences prior to scheduled time off, holidays or consistent sick leave or consistent sick leave taken in any month or over a period of several months. This applies to both non-exempt and exempt status employees.

All non-emergency, medically necessary surgeries or procedures requiring leave beyond 21 consecutive days must be approved in advance. The request must be accompanied by a physician's note which must specify medical necessity, prognosis, probable return to work date and fitness for duty status. At the end of 21 consecutive days due to the employee's illness, employees will be placed on Short-Term Disability status and may opt to supplement his/her pay with a vacation payout. See section **4.23 Vacation Pay**. No more than a maximum

of 120 hours of Sick Leave may be used either consecutively or non-consecutively by an employee for the same occurrence of illness or medical condition.

Employees returning to work with work restrictions must adhere to sections [3.2 Return to Work from Medical Leave](#) & [4.21 Light Duty](#) policies. Employees may not substitute Vacation hours to supplement or to receive perfect attendance bonuses, or for any other reason.

Sick Leave used by employees considered to have a serious medical condition will also be counted toward the 12 weeks of eligibility for Family Medical Leave and time will be recorded as Sick Leave FMLA on time sheets. See section [4.19 Family Medical Leave](#). Sick leave and perfect attendance bonuses are part of the City's core benefits package.

Upon resignation, employees may not use any sick leave hours within the last 2 weeks (or for Management Team, 4 weeks) of their notice. See section [3.5 Resignations & Discharges](#).

#### **[4.17 Sick Leave Family & Sick Leave FamilyFMLA](#)**

Sick Leave Family is paid leave granted to eligible employees due to an illness in his/her immediate family which requires the presence of the employee as primary care giver. For the purpose of this policy, immediate family is defined as dependents, children, spouse, parents, domestic partner and legal guardian. Employees taking more than three consecutive days for qualified family illness will be required to provide documentation of illness or medical necessity from a physician upon return to work.

Employees are allowed a maximum of 120 Sick Leave Family hours per 12-month period. The 12-month period of leave is considered as a rolling 12-month period, which is measured backward from the date the leave is used.

After 120 hours of Sick Leave Family due to the same occurrence of illness or medical condition of a member of the employee's immediate family, where an employee is designated by a medical provider or physician as the primary care giver, an employee may be allowed additional unpaid leave as designated and regulated by the Family Medical Leave Act (FMLA). An employee may supplement unpaid time with a vacation payout. See sections [4.23 Vacation Pay](#) and [4.19 Family Medical Leave](#).

Employees returning to work after caring for an immediate family member for more than 2 consecutive scheduled work days must adhere to sections [4.20 Return to Work from Medical Leave](#). Employees may not substitute Vacation hours to supplement or to receive perfect attendance bonuses, or for any other reason.

Sick Leave Family used by employees whose immediate family member is considered to have a serious medical condition will also be counted toward the 12 weeks of eligibility for Family Medical Leave and time will be recorded as Sick Leave Family FMLA on time sheets. See section [4.19 Family Medical Leave](#). Sick leave and perfect attendance bonuses are part of the City's core benefits package.

Upon resignation, employees may not use any sick leave hours within the last 2 weeks (or for Management Team, 4 weeks) of their notice. See section [3.5 Resignations & Discharges](#).

## **4.18 Parental Leave**

### **a. Maternity Leave**

A total paid leave of 240 Maternity hours will be granted to female, full-time regular employees for pre-partum and post-partum care and/or recovery. This includes pre-birth doctor's visits and sick leave due to maternity care. Once medical maternity leave hours are exhausted, additional unpaid hours may be granted under the Family Medical Leave Act and an employee may supplement unpaid time with a vacation payout. See section [4.22 Vacation Pay](#). Paid Maternity hours will be counted towards the 12 weeks of leave allowed by the Family Medical Leave Act.

See section [4.19 Family Medical Leave](#). Once maternity leave hours are exhausted, maternity care is not eligible for sick leave coverage. Only full-time regular employees are eligible for Maternity Leave. Maternity Leave is part of the City's core benefits package. In the case of adoption Maternity Leave may be granted based on the City's discretion. Upon return to work, nursing mothers are eligible to reasonable unpaid breaks during work time to express milk for their infants for one year after the child is born. A location other than a bathroom will be provided which is shielded from view and free from intrusion from co-workers and the public.

### **b. Paternal Leave to Provide Care/Assistance to Mother and/or Child**

Paternal Leave up to 80 hours with pay will be granted to a spouse or domestic partner to provide care and assistance for the birth or adoption of a child and/or his/her mother. Once paternal leave hours are exhausted, additional unpaid hours may be granted under the Family Medical Leave Act (FMLA). Paid Paternity Leave hours will be counted towards the 12 weeks of leave allowed by the Family Medical Leave Act. See section [4.19 Family Medical Leave](#). Once paternal leave hours are exhausted, Paternal Leave is not considered Family Illness unless specifically designated as such by a physician. Only full-time regular employees are eligible for Paternal Leave. Paternal Leave is part of the City's core benefits package.

### **c. Coordination with Family Medical Leave Policy**

Maternity and Paternity Leave is counted toward the 12 weeks of eligibility for Family Medical Leave. See section [4.19 Family Medical Leave](#).

## **4.19 Family Medical Leave**

The Family and Medical Leave Act of 1993 (FMLA) grants eligible employees the statutory right to take unpaid leave under specified circumstances. This policy applies to all City employees who have met all of the following conditions:

- worked for the City a minimum of 1,250 hours in the 1 year period based on a rolling calendar year immediately preceding the request for leave.

- worked for the City for a total of 12 months. While the 12 months of employment need not be consecutive, employment periods prior to a break in service of seven years or more will not be counted unless the break was occasioned by the employee's fulfillment of his or her National Guard or Reserve military obligation.
- be an active employee.

There are two separate types of leave along with applicable requirements: Medical and/or Qualifying Exigency Leave and Military Caregiver Leave.

#### **a. Medical and/or Qualifying Exigency Leave**

Eligible employees are entitled to take up to 12 weeks (480 hours) of leave during a 12-month period for any of the following:

- the birth and care of a newborn child of the employee,
- placement with the employee of a son or daughter for adoption or foster care,
- to care for a spouse, child, dependent, domestic partner and/or parent with a serious health condition,
- a serious health condition that makes the employee unable to perform his/her job functions
- if the employee's spouse, child or parent who is a member of the National Guard or Reserves (or a retired member of the regular Armed Forces) and who is either on active or inactive duty and has been notified of an impending federal call or order to active duty in support of a contingency operation. Contingency operations may include, but are not limited to, a call to war or national emergency declared by the President of the United States or Congress.

To be eligible for medical and/or qualifying exigency leave the employee must submit the applicable paperwork that can be obtained either online at the Department of Labor Website or employee portal or in the Human Resources office (WH-380 for medical leave and WH-384 for qualifying exigency leave). The leave taken under this policy may not exceed 12 weeks (480 hours) in any 12-month period.

#### **b. Military Caregiver Leave**

Eligible employees may be entitled to take up to 26 weeks (1040 hours) of leave for the care of a spouse, child, parent or next of kin who is a "covered military service member" undergoing medical treatment, therapy or recuperation, who must have an outpatient status or be listed on the temporary disability retired list (TDRL) for a serious injury or illness. The serious injury or illness must have occurred in the line of duty while on active duty in the Armed Forces, and the injury must have rendered him or her "medically unfit to perform the duties of the member's office, grade, rank or rating." The leave taken under this policy may not exceed 26 weeks (1040 hours) of leave in any 12-month period. To be eligible for military caregiver leave the employee must submit the applicable paperwork that can be obtained either online or in the Human Resources office (WH-385).

A "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves one of the following:

- Inpatient care (i.e. an overnight stay) in a hospital, hospice, or residential medical-care facility, including any period of incapacity (i.e. inability to work, attend school, or perform other regular daily activities) or subsequent treatment in connection with such inpatient care.
- Continuing treatment by a health care provider, which includes:
  - A period of incapacity lasting more than three consecutive, full calendar days, and any subsequent treatment or period of incapacity relating to the same condition that also includes:
    - Treatment two or more times by or under the supervision of a health care provider (the first visit must be within 7 days and both within 30 days of the first day of incapacity) **or**
    - One treatment by a health care provider (an in-person visit within 7 days of the first day of incapacity) with a continuing regimen of treatment (i.e. prescription medication, physical therapy, etc.).
  - Any period of incapacity related to pregnancy or for prenatal care. A visit to the health care provider is not necessary for each absence
  - Any period of incapacity or treatment for a chronic serious health condition which continues over an extended period of time, requires periodic visits (at least twice a year) to a health care provider, and may involve occasional episodes of incapacity. A visit to a health care provider is not necessary for each absence.
  - A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective. Only supervision by a health care provider is required, rather than active treatment.
  - Any absence to receive multiple treatments for restorative surgery or for a condition that would likely result in a period of incapacity of more than three days if not treated.

Part-time and/or seasonal employees who do not work full time schedules will be eligible for a pro-rated amount of leave hours based on the total number of hours worked during the qualifying period of 1 year previous to a request for FMLA leave.

The 12-month period of leave is considered as a rolling 12-month period, which is measured backward from the current date. When used for a serious medical condition, sick leave, family sick leave, and worker's compensation leave, taken by an employee who is designated as qualifying for family leave may be counted toward the 12 weeks of leave. Maternity leave, paternity leave, short-term disability and long-term disability will be counted towards the 12 weeks of leave.

The definitions and rules set forth in the Family and Medical Leave Act of 1993 and the Department of Labor Rules and Regulations are used to determine if an employee qualifies for leave under this policy. Employees who request leave for their own serious health condition or for the serious health condition of a family member are required to provide the City with a complete U.S. Department of Labor Form WH- 380 Certification of Health Care Provider. This form can be found in the HR section of the [Employee Portal](#) under Employee Leave and also in the

Human Resources Department.

When leave is expected to last more than five days, the employee must request the leave, in writing, to his/her supervisor, who shall forward the request to the Human Resources Manager at least 30 days prior to commencement of the leave, or as soon as practical when employee is made aware of the need for leave if less than 30 days.

Verbal notice of emergency leave must be followed by a written request and applicable forms as soon as possible.

Pending receipt of the second (or third) medical opinion, the employee is provisionally entitled to the benefits of the Act, including maintenance of group health insurance benefits. If the certifications do not ultimately establish the employee's entitlement to FMLA leave, the leave shall not be designated as FMLA leave and may be treated as paid or unpaid leave under Park City's established leave policies. If the City has reason to doubt the validity of a medical certification it may require an employee to obtain a second opinion. The City is permitted to designate the health care provider to furnish the second opinion, but the selected health care provider may not be employed on a regular basis by the City. This second opinion is at the City's expense. If the opinions of the employee's and the City have designated health care providers differ, the employer may require the employee to obtain certification from a third health care provider, again at the City's expense. This third opinion shall be final and binding. The City will provide employees with a copy of the second and third medical opinions, where applicable, upon request.

Prior to returning to work, the City may require that an employee on leave for his or her own serious health condition submit a medical certification that the employee is able to return to work. See sections [4.20 Return to Work from Medical Leave](#) and [4.21 Light Duty](#).

The City may require a fitness for duty examination, functional analysis, and drug or alcohol testing if it has reasonable cause to believe that an employee may not be physically or emotionally able to perform essential job functions or if necessary to determine whether an employee performing a physically demanding job continues to be fit for duty. During periods of leave taken pursuant to this policy, the City continues to pay the employer's portions of the employee's health insurance premium. The employee is responsible for paying his or her portion of the monthly health insurance premium. The employee's failure to pay the employee portion of any health insurance premium may result in the loss of health insurance benefits.

Married employees who both work for the City are restricted to a combined total of 12 weeks of leave during any 12-month period if the leave is taken for the birth and care of child, or for the adoption of a child or placement of a child with the employee for foster care. This restriction does not apply to other types of leave the employees may qualify for under this policy.

Eligible employees who take leave under this policy are entitled to be restored to the same position they held when the leave began, or to an equivalent position with equivalent pay, benefits, and other terms and conditions of employment. The City reserves the right to designate certain employees as key employees, pursuant to the Family and Medical Leave Act of 1993

(FMLA). Under certain circumstances, key employees may not be entitled to return to work following leave.

The City's Maternity Leave, Paternity Leave, short-term disability and long-term disability hours run concurrently with FMLA hours. Other leave, such as accrued paid leave or unpaid leave granted by the City Manager may, upon approval, be taken by an employee to extend the overall leave duration.

However, the protections and benefits provided by FMLA do not apply to leave which exceeds the eligible FMLA leave period per 12-month or 26-month maximum.

Employees are not eligible to accrue vacation hours or use other types of paid leave once on unpaid leave. An employee may, if eligible, request a vacation payout during any and all portions of unpaid or partially paid FMLA leave, up to 100% of regular salary. Any partially paid portion (including worker's compensation, short and long term disability payments) shall be considered a portion of regular salary when determining payout eligibility. Employees are eligible for payouts only up to their current vacation balance. All vacation payouts will be subtracted from the current balance upon payment.

The application of this policy and any inconsistencies, conflicts, or issues that arise are governed by the provision of the Family and Medical Leave Act of 1993 (FMLA) and applicable federal regulations that interpret the Act.

#### **4.20 Return to Work from Medical Leave**

When an employee returns from any form of approved medical leave including workers' compensation leave, disability leave, sick leave, etc. with work restrictions ordered by a certified doctor or medical provider, the employee must report with that information to their immediate supervisor and/or the HR department before reporting to duty. The City will then determine whether that employee may return to his/her regular duties, whether modifications will be made, or if there is no modified work available. See section [4.21 Light Duty](#).

Employees absent for three or more consecutive work days or regularly scheduled shifts will be required to provide documentation of illness or medical necessity from a physician upon return to work to their supervisor, team or the Human Resources department for any of the following types of leave: sick leave, sick leave FMLA, family sick leave, family sick leave FMLA, worker's compensation leave, short-term disability and long-term disability. For an employee regularly scheduled to work Monday-Friday, the weekend is not excluded from consecutive absences. For example, a doctor's note is required for absences Friday, Monday Tuesday or Thursday, Friday, Monday.

#### **4.21 Light Duty**

Light Duty / Return to Work policies are highly effective in containing and reducing employer's costs of Workers' Compensation as well as disability related leaves. Enabling the earliest possible return of injured/sick workers to perform productive work within their physical capabilities may

also promote quicker employee rehabilitation by keeping the employee active and part of the work environment. It ultimately facilitates the employee's return to his/her regular position once released from light duty.

Light Duty is prescribed by a physician due to an employee's work related injury, personal injury or short or long term disability. It temporarily restricts an employee's physical abilities. These restrictions may present obstacles on the employee's ability to perform tasks required by their normal position. Light duty enables supervisors to modify the employee's position to accommodate his/her restrictions or allow other positions or tasks within the City to be temporarily filled by the employee. Light duty may also be referred to as modified duty, limited duty, alternate duty, restricted duty or transitional duty.

This policy applies to all City employees including full-time regular, part-time non-benefitted, seasonal and special employment agreements, from all City departments.

Light duty assignments are developed at the City's discretion based on the physical capability, skills of the worker, City needs and the availability of light duty assignments. Light duty assignments will be re-evaluated every 80 hours. The City will determine appropriate work hours, shifts, duration and locations of all work assignments. The City also reserves the right to determine availability, appropriateness and continuation or cancellation of all light duty assignments at any time for any reason.

Preferably, light duty assignments will be a modification of the employee's current position. If this is not possible, an assignment within the same department or any other department or location within the City will be considered. Telecommuting may also be considered in certain cases. The assignment may require the employee to work a different schedule and/or hours per week than he/she normally does. The employee will continue to be compensated at the salary that he/she normally receives for hours worked. If the employee holds more than one position and light duty is not due to a work related injury, the employee may receive the salary equivalent to the lowest salary held.

The employee's salary will be charged to his/her normal department even if temporarily assigned to another department.

Light duty assignments may be approved for eligible employees for up to 90 consecutive days. The employee will not be displaced from that assignment during the 90-day period by another employee who subsequently requires light duty. The light duty assignments may change or be terminated within the 90 day period depending on City needs at any time for any reason.

The City may allow the employee to extend their light duty beyond the 90 day period. However, the City reserves the right to terminate the assignment at any time for any reason. Upon a physician's note stating the employee's ability to return to full duty without restrictions, the light duty assignment is immediately terminated and the employee will be reinstated into his/her normal position.

This policy does not limit the rights of employees covered by the Americans with Disabilities Act (ADA) to seek reasonable accommodations as provided under that law as amended. It also does

not limit an employee's rights and protections under the Family Medical Leave Act (FMLA).

An employee returning from any form of approved leave including workers' compensation, short or long term disability, or sick leave with work restrictions ordered by a physician must submit that information to their supervisor before reporting to duty. The City will then determine whether that employee may return to his/her duties or whether modifications will be made.

The employee assigned to light duty must not exceed the duties of the position or go beyond the doctor's restrictions. The employee will submit all appropriate medical notes to his normal supervisor and also his temporary supervisor if assigned to a different department. If any medical restrictions change, the employee must notify his/her supervisor(s) immediately and provide a copy of the new medical release.

Supervisors will monitor work performance to ensure the employee does not exceed the requirements set by the attending physician. They will forward all documentation to the Human Resources Department.

Upon receipt of a physician's note indicating an employee return to work with light duty restrictions:

- The supervisor will evaluate the possibility of modifying the employee's current position to accommodate the physical restrictions.
- If the supervisor is unable to accommodate the restrictions, he/she will inform the Department Manager who will evaluate other assignments within the department for temporary placement.
- If the department is unable to provide the employee with light duty, HR will try to find proper placement elsewhere in the City and will inform the supervisor of the assignment.
- HR will complete the "Light Duty Assignment Record" form and ensure the light duty assignment is in compliance with the employee's restrictions. HR will ensure that the employee and the supervisors are aware of their responsibilities and will track the duration of the assignment.
- The employee must submit all physician follow-up notes to his normal supervisor and if assigned to a different department, will also give a copy of this note to his assigned supervisor.
- Upon receipt of a return to full duty note from the physician, the employee will be promptly returned to his/her normal position.

#### **4.22 Disability Accommodations**

**Equal Employment Opportunity Employer** - The City is committed to providing Equal Employment Opportunity for all employees and job applicants. As part of that commitment, the City seeks to implement all applicable provisions of the Americans with Disabilities Act (the "ADA"), as amended, and related state law. It is the City's policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, \_\_\_\_\_

compensation, training or other terms, conditions and privileges of employment. Ability, not disability, is the basis for employment decisions. It is the City's policy to provide reasonable accommodation to qualified individuals with a disability. A qualified individual with a disability shall not include any employee or applicant who is currently engaging in the illegal use of drugs, when the City acts on the basis of such use.

a. [Requesting an Accommodation](#)

The accommodation request process is interactive. It requires cooperation and communication between both the individual requesting accommodation and the City. Qualified employees or applicants with disabilities may request a reasonable accommodation. The need for an accommodation may be brought to the attention of the City in any of the following situations:

- A job applicant may request an accommodation with respect to the job application process;
- A new employee may request an accommodation to perform the essential functions of the job;
- An employee returning to work after experiencing an illness or injury may request an accommodation;
- A current employee with a disability whose medical condition has changed may request an accommodation for the first time or a change in accommodation; or
- Any employee with a disability may request an accommodation at anytime.

An employee is not required to disclose the diagnosis of his/her condition or the details of his/her medical treatment when requesting an accommodation when both the disability and the need for reasonable accommodation are obvious. However, the employee must notify the City of a need for accommodation for a reason related to a medical condition.

Medical documentation may be required in order to evaluate and process an accommodation request when the disability and/or the need for accommodation are not obvious. If such information is needed, employees are encouraged to use the Medical Information Request Form, found on the employee portal under the tab "Forms" and also available in the HR Department. Qualified employees or applicants with disabilities may request an accommodation by filling out a **Reasonable Accommodation Request Form** and returning it to the **HR Manager**. This form is found on the employee portal under the tab "Forms" or may be obtained from the HR office. Employees may also request an accommodation by notifying any of the following responsible persons of a need for accommodation:

- City Manager
- Assistant City Manager
- HR Manager
- Department Manager/Director
- Immediate Supervisor/Manager

Employees who suffer from a mental or physical impairment that interferes with their ability to perform their job are encouraged to submit a Reasonable Accommodation Request Form or

discuss their situation with any of the responsible persons identified above.

The interactive process should be documented with the ADA Interactive Process Worksheet found on the employee portal under the tab “Forms” and also available in the HR Department.

### **b. Supervisor Responsibilities**

If a supervisor is approached by any employee about an accommodation or health problem, the supervisor may not ask the employee for personal medical information. Instead, the supervisor should immediately contact the Human Resources Manager, even if the employee does not make a specific accommodation request. Should the employee choose to disclose personal medical information to a supervisor (which the supervisor should discourage), the supervisor should advise the employee that disclosure is not necessary, that such information will be kept confidential, and that such information will be discussed only with the Human Resources Manager and other necessary persons. Supervisors are required to keep the employee’s request confidential and to help ensure the accommodation’s work-related effectiveness.

TO ENSURE THAT REQUESTS FOR ACCOMMODATION ARE HANDLED APPROPRIATELY, SUPERVISORS/MANAGERS SHOULD NOT ENGAGE IN THE INTERACTIVE PROCESS OR OTHERWISE DISCUSS THE MEDICAL CONDITION WITH AN EMPLOYEE BUT MUST IMMEDIATELY CONTACT THE HUMAN RESOURCES MANAGER.

Supervisors are expected to support reasonable accommodations once approved. If a Supervisor has any concerns about the impact of a medical condition and/or any reasonable accommodation on an employee’s job performance or impacts to the department and/or City, the Supervisor should contact Human Resources. The Supervisor should not raise any concerns with the specific employee or employees generally.

### **c. Response to Accommodation Request**

The City will respond to a disability accommodation request as quickly as possible. When an accommodation request is received by the HR Manager he/she will engage in an interactive process with the employee to clarify his/her needs and to determine whether and what reasonable accommodation is appropriate under the circumstances. The HR Manager will analyze the following factors in determining the reasonableness of the accommodation requested by an employee:

1. Is the employee otherwise qualified to perform the essential job functions?
2. Will the accommodation accomplish the desired result, i.e., allowing the individual to effectively perform the essential functions of the job?
3. Will the accommodation create an undue hardship?
4. Does the accommodation raise any safety concerns?

Essential job functions are those that an employee must be able to perform, with or without accommodation. They cannot be removed from the position without changing its nature. Job duties which are not essential may be modified, eliminated, replaced, or restricted as part of the

accommodation process.

The HR Manager is responsible for evaluating the considerations listed above and approving or not approving all requests for accommodation. The HR Manager may perform this evaluation in conjunction with other necessary persons. If an employee is not satisfied with the response to an accommodation request they are encouraged to promptly discuss their concerns with the Human Resources Manager or any other responsible person identified in section (a) above. See section [6.5 American with Disability Act Complaints](#).

Nothing in this policy is intended to create any contractual rights and does not create any obligations beyond those required by federal or state law.

#### **4.23 Holiday Pay & Premium Pay**

The City provides 12 paid holidays each year for full-time regular employees (11 City-observed holidays and a floating holiday eligible employees may use at their own discretion).

For each of the City-observed holidays listed below all full-time regular employees are eligible to receive eight hours of holiday pay. Only those employees who permanently work shifts of four 10-hour days will be eligible to receive 10 hours of holiday pay.

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
Presidents' Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Pioneer Day	July 24
Labor Day	1st Monday in September
Thanksgiving	4th Thursday after the 1st Monday in November
Day after Thanksgiving	4th Friday after the 1st Monday in November
Christmas Eve (or Day after Christmas)	December 24 (or 26) Christmas December 25

If the holiday falls on a Saturday, the City will recognize the day before (Friday) as the holiday. If the holiday falls on a Sunday, the City will recognize the day after (Monday) as the holiday. Only the City Manager may change the holiday schedule. Holiday pay is paid and City offices are closed on City Manager approved, City-recognized holidays only.

All City employees are eligible for Premium Pay on holiday days worked. Premium pay is equivalent to one half an employee's regular pay and is paid in addition to straight time. Premium pay is paid on the actual dates of Federal holidays listed above only, regardless of the City recognized holiday (which changes to fall only on week days as described above).

Most eligible employees will have the day off and receive 8 hours of holiday pay. Holiday pay hours are not considered productive time and therefore are not used in the calculation of overtime. Employees who are required to work on a holiday will receive holiday and premium

pay according to the following policy:

1. Special Events Police officers who work voluntarily, and are not required to work holidays, are exempted from premium pay and will receive a rate equal to their hourly wage only.
2. Full-time regular employees who work regularly scheduled shifts of 10 hours or greater are eligible for 10 hours of holiday pay. Those employees working less than a regularly scheduled 10 hour shift will be paid for 8 hours of holiday pay.
3. Exempt full-time regular employees who are required to work on a City-recognized holiday may, at the City Manager’s or department manager’s discretion, be given but are not entitled to administrative leave at another time for working the recognized holiday. Holiday and Premium Pay are only paid on those holidays recognized by the City and approved by the City Manager.
4. In addition to the above list of City-observed holidays, full-time regular employees are granted an 8 hour “Floating Holiday” which can be taken at their discretion with the supervisor’s approval. New employees must be released from probation and have 6 months left in the calendar year to be eligible for the floating holiday. The floating holiday is granted on the first of the year to eligible employees and must be taken in the calendar year it is given or it is lost. It cannot be carried forward. Paid Holidays are part of the City’s core benefits package.

**4.24 Vacation Pay**

Only full-time regular employees are granted vacation pay. Employees are encouraged to take their vacation in blocks of time whenever possible. Because individual circumstances vary, the amount of vacation time an employee may use will be left to the discretion of the Department Manager. Vacation leave must be pre-approved by the employee’s Department Manager.

The vacation allowance for eligible employees for each vacation year is based on length of service according to the following schedule:

Completed Years of Service	Vacation Accrual
Less than 5 years	8 hours per month
5 years but less than 10 years	10 hours per month
but less than 15 years	12 hours per month
years	15 + 16 hours per month

Vacation benefits apply to full-time regular employees. Vacation leave is used by the hour. If an employee who is on a 10-hour day schedule takes a day of vacation, he/she will be charged 10 hours of vacation time.

Employees are allowed to accrue a bank of vacation time before they are subject to a “use or lose” situation. This bank will allow eligible employees to take a vacation longer than the number of vacation days they accrue in one year. The size of vacation bank is determined by the length of service of each employee according to the following schedule:

Less than 5 years	192 hours
5 years but less than 10 years	240 hours
10+ years	288 hours

Once an employee reaches his/her accrued vacation limit, he/she will then be in a 'use or lose' situation. For example, an employee with less than five years is not allowed to carry forward more than 192 hours from one calendar year to the next.

Any employee with a vacation bank balance larger than their years of service allows will lose all excess vacation hours at the end of each calendar year.

Department Managers and/or supervisors who feel an employee's effectiveness and/or productivity would be enhanced and improved can, at their discretion, require an employee to take vacation time.

Employees are required to request vacation leave in advance from their immediate supervisor. Vacation leave must be pre-approved. For vacation leave of one week or longer, employees should plan on providing one month advance notice for each week of vacation. For example, an employee requesting a two week vacation should make every attempt to provide two months of advance notice.

Employees may not use vacation hours in lieu of disability and/or sick leave benefits under qualifying medical leave approved by the HR department but may supplement income with a vacation payout up to 100% of total salary while on unpaid family leave, Short or Long Term Disability and Worker's Compensation leave.

Upon successful completion of probation, an employee will receive eight hours of credit for each month of probation time. Should an employee be terminated prior to successful completion of the probationary period, he/she is not entitled to receive vacation pay.

Probationary employees are not normally permitted to use vacation leave. Vacation leave due to extenuating circumstances, such as during a probationary period for transfer or promotion, may be approved by the Department Manager. Vacation is part of the City core benefits package.

Upon resignation, employees may not use any vacation hours within the last 2 weeks (or for Management Team, 4 weeks) of their notice. See section [3.5 Resignations & Discharges](#). Only those employees who give proper notice and resign voluntarily will be paid for their unused vacation leave bank up to the employee's allowed carry forward balance unless otherwise stated on the separation agreement.

Active employees may request vacation payouts of any unused vacation balance for unpaid

Worker's Compensation Leave, Short- and Long-Term Disability and unpaid family medical leave (FMLA). All vacation payouts are not subject to retirement benefits.

#### **4.25 Other Paid/Unpaid Leave**

##### **a. Personal Leave**

Written requests for personal leaves of absence will be received and reviewed by the City Manager. The employee's length of service, past performance record and reason for the requested absence will be taken into account, as well as the disruption the employee's absence will cause in his/her department. A personal leave must be approved by the City Manager.

Personal leaves of absence are without pay and benefits unless specifically pre-approved by the City Manager.

##### **b. Military Leave**

The City will adhere to any federal requirements governing military service, military personnel and/or military families. Should the employee be inducted or ordered to active duty in the armed forces of the United States, the employee will retain seniority and, upon return to work, the City will try to reinstate him/her in a job comparable in pay and classification to that held during the prior employment. Declaration for re-employment must be made within the time specified by law. Military leave is also granted to those employees with Reserve or National Guard obligations with partial pay, limited to 10 working days per year.

##### **c. Jury Duty**

Employees who are required to serve as a juror or witness will be granted Jury Duty leave. Full-time regular employees who receive payment for appearing in court, either as a jury member or a subpoenaed witness, should endorse these payments to the City who will in turn pay the employee the full amount of his/her paycheck. An employee serving as a juror witness will be expected to work as much of his/her regularly scheduled shift as his/her jury duty schedule permits, to the extent that combined time on court duty and work does not exceed the number of scheduled work hours for that day.

##### **d. Funeral Leave**

Funeral Leave will be granted for a maximum of five days or up to 40 hours with pay in the event of the death in an employee's immediate family. In the event of non-immediate family, a maximum of one day with pay may be granted at the discretion of the Department Manager. Immediate family is defined as spouse, parent, daughter, son, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild, step parents, step children, domestic partner, and a person who is legally acting in one of the above capacities.

##### **e. Administrative Leave**

Exempt employees shall work the hours and time required to perform the duties of their positions and shall be entitled to neither compensatory time nor overtime pay. However, in recognition for extra-ordinary hours worked, the City Manager may, in his or her sole discretion, approve paid Administrative Leave for exempt employees. Administrative Leave

must be approved in advance and be reflected on the employee's time sheet anytime it is used. Any employee may be placed on paid or unpaid administrative leave as authorized by the City Manager.

#### **4.26 Employee Benefits**

The Human Resources Manager shall prepare a benefits plan with cost projections for review by the City Manager. The City Manager shall then determine the final benefits plan to be submitted to the City Council for their adoption during the budget process.

See the [Employee Benefits Manual](#), the employee portal or contact the Human Resources Manager for details on all City benefits.

#### **4.27 Peak Time Leave**

During peak times, the City experiences heavy congestion and traffic from events, weather, and other circumstances that create public safety concerns. To reduce congestion, Peak Time Leave (PTL) may be made available to full-time regular and full-time regular probation status employees, at the discretion of the City Manager. While the intent is to announce PTL in advance, it may also be announced on short notice based on weather or other unexpected conditions.

When PTL is made available, an employee is required to use it unless the employee is required for City operations during the peak time or is off-duty. Employees who are required to work during peak times will be determined by the Department Managers, in consultation with the City Manager.

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PTL only carries forward for employees who are required for City operations during the peak time or who are off-duty during the peak time. These employees may use the PTL within the calendar year, with advance approval of their immediate supervisor.

PTL does not accrue and is subject to "use or lose" at the end of the calendar year. PTL is part of the City's core benefits package.

Employees are not entitled to be paid for PTL upon separation from the City.

#### **4.28 Wellness Benefit**

The City offers privileges at City recreational facilities such as the PC MARC, Golf Course and the Ice Arena to city employees. All active part time, full time, seasonal and intern status employees are eligible to request Wellness benefits. Certain individuals under special employment agreements may also be eligible depending on their employment agreement. Benefits may also be requested for spouses, domestic partners and dependents.

##### **a. Administration**

The individual recreation facility (PC MARC, Ice, Golf) will handle enrollment, tracking and reporting of participants. Interested employees must complete the applicable Wellness agreements and/or forms in the facility offering the program. HR will regularly inform the

participating recreational facilities of active employees so they may enroll the employee according to their specific procedures. HR will also regularly inform the participating recreation facilities of terminated employees so they may cancel any passes according to their specific procedures.

Benefits can only be used while employed by Park City Municipal Corporation.

All completed Employee Benefit Forms and receipts should be scanned and emailed to the Accounting Manager in the Finance Department if taxation of the benefit applies. Each facility monitors and tracks the discounts given. Benefits offered are subject to change and/or cancellation at any time without notice. Current offerings are available at each corresponding facility.

#### **b. Duration**

Certain privileges such as punch cards, pass, classes and memberships have varied expiration dates.

#### **c. Taxation Consideration for Participants**

Benefit use by employees, their spouse and/or dependents which does not create an additional cost to the facility or at a 20% discount or less are a tax free benefit. Due to IRS regulations the employee will need to pay payroll and incomes taxes on the value of domestic partner's benefits. Any discounted cost of a recreation program above 20% will be subject to income and payroll taxes.

#### **d. Seasonal Employees**

Upon approval by the HR Department and employee's Department Manager, a seasonal staff may receive a recreation benefit voucher as an end of season bonus. This must be submitted in the same format required of any end of season bonus. This benefit would be a taxable fringe benefit and must be shown on or prior to their final paycheck.

#### **e. Limitations**

Employees and their spouses/domestic partners/dependents receiving any of the benefits listed above may be subject to blackout dates and restrictions in any and all programs and recreational facilities. Employees and their family members are expected to defer to the paying customer during heavy use times (see recreation department policies for details).

Per the discretion of the Recreation, Ice & Golf Department Manager and approved by the HR Manager and City Manager, Wellness benefits are subject to change at any time without notice. The Wellness benefit is not part of the City's core benefit package.

## **Section Five (5) CITY RULES**

### **51 Applicant & Personnel Files**

An applicant's social security number, date of birth, or driver license number may not be obtained before a job offer is made unless required by law or before the time when initiating a credit,

driving or criminal background check. Access to applicant information is limited to purposes of hiring, employment, or as required by law. Applicant information will not be retained longer than 2 years from the date received, unless the applicant is hired. Applications will be safely secured until destroyed. An applicant may, upon request, review this policy before being required to provide information as part of the initial selection process.

Individual employee files are considered confidential data unless otherwise classified public in accordance with state law and the City Retention Policy. Access to them is limited for official City business purposes and their confidential nature is safeguarded. An employee may review his/her personnel file. The only other people allowed to see the employee's records, unless otherwise ordered by a court of law with legal jurisdiction, are his/her supervisor and/or Department Manager, the City's financial auditors, employees of the Human Resources Department, the City Attorney, and the City Manager. A supervisor from a different City department considering an employee for a new position must have the employee's permission to review that employee's personnel file. If the employee's personnel record needs to be used as evidence in a grievance hearing, the personnel record may become part of the grievance proceeding.

No documents or information contained in an employee's personnel file shall be released to anyone other than the employee or the personnel identified above unless requested by the employee or approved by the City Attorney. Employees may authorize Human Resources to provide specific information to authorized loan, mortgage or financial institutions with signed approval.

Current, accurate records concerning each employee are essential. The Human Resources Department must be notified within 30 days if a change in any of the following occurs:

1. Name
2. Physical Address
3. Mailing Address
4. Marital Status
5. Telephone Number (home, cell and City-issued phone numbers)
6. Number of Dependents
7. Beneficiary Designations
8. Emergency Notification

Upon separation from the City, it is the employee's responsibility to provide the City with information regarding a change of address to ensure timely delivery of the employee's tax record and any other materials the City may need to forward to the former employee.

## **52 Privacy of Personnel File and Other Employee Information**

The Human Resources Department will regard employee information as confidential and will respect the need for protecting each employee's privacy by established guidelines for the proper receipt, possession, use, retention, and transmittal of personal information used by the City to make appropriate judgments regarding prospective employees, current employees, and retirees. To this end, the City will collect and retain only such personal information pertinent to conduct City business and to administer personnel programs. Upon request, employees will be permitted to access their personal records. Employee files are archived or destroyed in accordance with the City's approved retention policy and State law.

## **53 Personal Property**

The City assumes no responsibility for personal property which is lost, stolen, damaged, tampered with or destroyed at work. Personal property should be secured when left unattended and are brought on City property at the employee's own risk. Hand tools and toolboxes required by mechanics in Fleet Services will be insured by the City, but it is Fleet Services' responsibility to appropriately secure all personal and City property or equipment when left unattended.

## **54 Safety**

The health and safety of employees and others on City property are of the utmost concern. It is the policy of Park City Municipal Corporation to maintain the highest possible level of safety in all activities and operations. Our goal is to comply with all health and safety laws by encouraging all employees to make every reasonable effort to keep public and work areas free of hazardous conditions.

It is the responsibility of each employee to work safely and do all that is possible to prevent accidents or injuries. Every worker is expected to report unsafe conditions, think before acting, and consciously take care to avoid unnecessary risk.

If an employee is injured in connection with employment, regardless of the severity of the injury, the employee must immediately notify his/her supervisor, seek necessary medical attention and complete a workers' compensation questionnaire. The questionnaire can be found in the Human Resources section of the [employee portal](#) under "Incidents & Workers Comp" or with department supervisors. The questionnaire must be forwarded to the Human Resources Manager for completion and submission of the first report of injury form. It is the supervisor's responsibility to notify Human Resources of the injury.

## **55 Driving on City Business & Use of City Vehicles**

### **Motor Vehicle Driving Records**

As a means of promoting a safe work environment, driver's license checks will be performed on all applicants after a conditional offer of employment has been made for all employees where driving may be necessary to conduct City business.

Employees are expected to drive in a safe and responsible manner both on and off the job to maintain a good driving record. Employees whose driving records are found to be less than acceptable will be referred to the HR Manager for review. Criteria that may indicate an unacceptable record includes, but is not limited to:

- Three or more moving violations in past 24 months.
- Reckless driving in the past 24 months.
- Two or more at fault accidents in past 36 months. Contributing factors, such as weather or mechanical problems, may be taken into consideration.
- One or more DUIs/DWIs in past 72 months.
- Leaving the scene of an accident in the past 72 months.
- Any combination of accidents and/or moving violations.

Employees with an unacceptable driving record may be subject to disciplinary action up to and including termination of employment. Should an unacceptable driving record render the employee “uninsurable” by the City’s insurance carrier, they will be unable to drive any vehicle for City business. Un-insurability may be cause disciplinary action up to and including termination of employment if such interferes with the ability of an employee to perform their job functions as required.

Employees who operate a vehicle on City business are required to notify their supervisors within one day if they receive a conviction for driving under the influence of alcohol or drugs or if they have had their driver’s license suspended or revoked for whatever reason. A license suspension or revocation may cause disciplinary action up to and including termination if such revocation interferes with the ability of an employee to perform their job functions as required.

A personal vehicle used by an employee for City business and eligible for mileage reimbursement must be properly licensed, registered and insured. Reimbursement shall be at the current IRS mileage reimbursement rate. Individuals who are called in to work during off hours may be reimbursed for miles driven to and from work in their personal vehicle.

## **56**    **City Vehicles**

City-owned vehicles are to be used for official business purposes only, and shall carry no passengers in them other than in connection with official City business. An employee authorized to drive a City vehicle must have a current State Issued driver’s license. In the case of heavy equipment operators and bus drivers, a driver must possess a valid State Issued Commercial Driver’s License (CDL). Bus drivers will also be required to have air brake and passenger endorsements in addition to the CDL. The City reserves the right to require additional endorsements to the CDL as the position may require. Employees operating City vehicles are encouraged to participate in driving courses that may be offered by the City and shall obey Utah state law and City ordinances at all times, including the use of seat belts.

City employees may use City vehicles for transportation needs when available and appropriate while performing City business. If a City car is not available, or if circumstances are such that it is not practical to use a City vehicle, the Department Manager may approve the use of a personal vehicle thereby authorizing reimbursement to the individual for such use.

Employees who are issued City vehicles will be subject to the appropriate IRS regulations governing the use of issued vehicles. The Finance department will assess the appropriate IRS charges in regards to the use of the vehicle.

For more information on city vehicles and personal vehicles used for work purposes, see [Administrative Policy Vehicle Use, Maintenance and Repair policy](#). Smoking is prohibited in all City vehicles.

## **57**    **Cellular Phones & Mobile Devices**

City issued mobile devices, including cellular phones, smartphones, laptops, tablets, thumb drives

and other handheld electronic equipment are considered to be “computers” and are subject to all computer and Internet use policies. Devices are to be used primarily for City business.

Personal use of City-owned devices will require the employee to reimburse the City for cost beyond City/department allowances for service/phone/data/txt plans.

For non-exempt employees use of City-owned wireless devices and smart phones for city business while not working (off the clock) is prohibited. Such use is considered compensable time and must be pre- approved by the employee’s supervisor and reported to payroll on the employee’s time card. Any phone calls or emails made to the employee or by the employee for City business must be pre-approved by the employee’s supervisor commensurate with Over Time policy section [4.6 Overtime](#).

City Phones are required to have a protective case and a screen protector (tempered glass is preferred) that are appropriate for the anticipated use. Phones with shatterproof glass screens are exempt from the screen protector requirement. Phones are expected to last a minimum of two years unless there is a justifiable need to replace it earlier. Phones that are at the end of their life must be turned into the IT Department, where they will be properly recycled.

**Apps:** Personal applications (apps) can be downloaded so long as they are paid for by the employee and comply with all City Policies. Apps cannot interfere or conflict with business use of the device or increase costs to the City. Employees assume all responsibility for any personal data and financial risk for the purchase of apps and/or accessories. The IT department will not support or guarantee any personal aspects of the device and will not be held liable for data loss or hardware/software incompatibilities.

**IM:** Instant messaging (IM) linked to or part of a City public safety software system, such as the Computer Aided Dispatch (CAD) system, shall be kept for a period of 6 months and not deleted by users. Other instant messaging should be considered similar to a phone conversation with the realization that the storage of the messaging may be limited by outside parties. Messages shall be kept for a minimum of 24 hours. Users may delete IM conversations older than 24 hours from mobile or computer devices when administrated need (if any) ends.

**MMS, SMS, TXT:** Multimedia Messaging Service (MMS), Simple Messaging Service (SMS), Text Messaging (TXT) and chat are discouraged for use in conducting substantive business. Text and related messages should be short and considered similar to a phone conversation with the realization that the storage of the messaging may be limited by outside parties. Messages shall be kept for a minimum of 24 hours. Users may delete text and related conversations older than 24 hours from mobile or computer devices when administrated need (if any) ends. Users are encouraged to start new text or related messages rather than add messaging to the back end of a long string of messages in one text conversation.

**Personal Devices:** The use of any personal devices (e.g. “Android, iPhone, iPad, audio recordings, memory devices, etc.) to conduct City business (or ancillary to assigned job duties) to collect or create data including documents, messages, video, photographs or audio recordings becomes the

property of the City and cannot be copied, distributed, posted or printed beyond the official work need. Such data is subject to Social Media Policy, eDiscovery, and GRAMA requirements.

Employees wanting to synchronize mobile devices with City messaging services must agree to and submit the "Personal Device Access Agreement" form located on the employee portal under City Policies to their department for approval.

**PIN:** Policies enforced on mobile devices will require the use of a security pin. If multiple failed login attempts are made, (as determined by the software) data on the device will be erased.

**USE:** When using City or personal devices for work purposes, employees are expected to obey all applicable laws, exercise reasonable care, and follow all applicable department, operating and safety guidelines. Employees should not use mobile phone devices for work or personal purposes while operating any motor vehicle.

- Employees should turn off their cell phone and any other equipment before driving and/or allow voicemail to handle calls.
- If an employee needs to place or receive a call, they should wait until they can legally stop at a safe location and place the vehicle in 'park' before using the phone.
- Using messaging services such as text and email while operating a motor vehicle is strictly prohibited.

**EXCEPTIONS:**

- Public Safety/Law Enforcement or emergency service personnel acting in the course and scope of employment;
- Communications during a medical emergency or when providing roadside or medical assistance;
- 911 or other communications to report a safety hazard, an emergency or other public safety communication such as reporting criminal activity or assistance relating to criminal activity with reasonable care taken to perform the call which may include pulling over to the side of the road provided a safe and legal location is timely available;
  - Use of Transit and Snow Removal Driver two-way radios during shifts;
  - Use of GPS navigation services is allowed but must provide audio directions and be programmed and adjusted while the vehicle is safely parked;
  - Public Works on-call employee receipt of emergency/essential calls, with reasonable care taken to perform or take the call which may include pulling over to the side of the road provided a safe and legal location is available.

All staff authorized to drive a City vehicle or a personal vehicle on City business must complete an Inattentive Driving Training session. Employees shall refrain from doing any activity that would contribute to careless driving. Careless driving activity examples include any activity unrelated to operation of the vehicle such as eating, grooming, or searching for an item in the vehicle.

Any employee who is found guilty of careless driving while on City time and/or while driving a city vehicle: will receive a safety violation that will be reflected in the employee's next performance evaluation and personnel file; any city issued device may be removed from his/her

possession; and there may be revocation of his/her City business driving privilege. Utah law defines careless driving as committing a moving violation (other than speeding) while distracted by use of a handheld cell phone or other activities not related to driving. Repeated violations may result in the revocation of use of such equipment and/or City driving privileges, and progressive discipline up to and including termination.

Any employee who is observed/found using such equipment or doing any other inattentive driving activity while operating a motor vehicle during City business may receive a safety violation. Safety violations will be reflected in the employee's next performance evaluation and personnel file. Repeated violations may result in the revocation of use of such equipment and/or City driving privileges and progressive discipline up to and including termination.

Employees who violate this policy risk having cellular or mobile device privileges revoked.

Lost or stolen devices must be reported immediately to the IT department for security and service changes. The cost of damaged or lost equipment due to employee negligence may be charged to the employee.

## **58 Personal Conduct & Hygiene**

Employees are expected at all times to conduct themselves in a positive, courteous and appropriate manner in order to promote and reflect the best interests of the City. While on the job or representing their department or the City, all employees are expected to maintain an appearance that promotes a clean, positive and professional image. Employees are expected to dress in attire or uniform that is appropriate or required for the workplace and

his/her work assignment. Employees are expected to maintain a high standard of cleanliness and personal hygiene.

## **59 Rules of Conduct**

Disclaimer: The policies and procedures stated in this manual and in other personnel statements or materials issued by the City are not intended to create either expressed or implied contract rights respecting the procedures, terms, conditions, or duration of employment nor other obligation or liability on the part of the City. The State of Utah is an “at will” employment state. Accordingly, employment with the City is on an at-will basis, meaning that it may be terminated by the employee or City Manager at any time, for any reason or for no reason, without notice, and without procedures or formality.

The City believes that certain rules and regulations regarding employee conduct and behavior are necessary for efficient business operations and for the benefit and safety of all employees. Conduct that interferes with operations, discredits the City, and/or is offensive to customers, the public, or coworkers will not be tolerated and may result in immediate dismissal.

Inappropriate actions include but are not limited to:

- Refusal to support department and/or City goals and programs.
- Sleeping on the job.
- Neglect of duty.
- Disrespectful behavior and/or poor attitude.
- Failure or willful refusal to perform work as directed and/or insubordination.
- Lack of cooperation with or impeding a department, City or Police investigation.
- Negligence in observing or reporting fire prevention issues (including smoking in designated areas only), safety regulations or any condition that may cause harm to employees or the general public.
- Improper notification of sick leave to Manager; not providing notice of known upcoming sick leave of three or more days or not providing doctor’s note after three or more days of consecutive days of day-to-day sick leave (see section [4.16 Sick Leave & Sick Leave FMLA](#)); habitual tardiness or absenteeism.
- Unwillingness or inability to work in harmony with others. Behavior which shows clear lack of courtesy, and/or creates irritation or friction with others.
- Soliciting or distributing non-related City products and/or programs via e-mail and/or in person.
- Deliberate omission, alteration or falsification of information on employment applications, time records, medical reports, expense records, absentee reports, work related injury reports, unemployment reports, or other City records.
- Reporting to work under the influence of alcohol, illegal drugs, or narcotics; using, selling, or dispensing illegal drugs or narcotics on City premises; reporting to work under the influence of over-the-counter (OTC) drugs that may adversely affect performance or safety of the employee or others.
- Failure to reasonably comply with City policies governing City communications systems.

- Breach of confidentiality.
- Lack of proper hygiene, clothing inappropriate for the workplace. Failure to maintain uniforms to department standards.
- Engaging in or threatening acts of workplace violence, including but not limited to:
  - Possessing firearms or other weapons on City property with the exception of Peace Officers and Law Enforcement Officials as defined by [Utah Code Section §76-10-523](#) and as authorized by [Utah Code Section §53-5-704](#).
  - Fighting or assaulting a co-worker, guest, visitor, or customer
  - Threatening or intimidating a co-worker, guest, visitor or customer
  - Engaging in any form of harassment.
- Stealing, destroying, defacing, or misusing City property or another employee's, customers, or guest's property.
- Misusing City communications systems including electronic mail, computers, Internet access, and telephones.
- Refusing to follow instructions concerning a job-related matter or insubordination.
- Failing to wear assigned safety equipment or failing to abide by safety rules or policies.
- Smoking where prohibited by section [5.20 Smoking](#), local and/or Utah Statelaw.
- Using profanity or abusive language or actions.
- Gambling on City property.

The examples of inappropriate behavior described above are not intended to be an all- inclusive list. At management's discretion, any violation of the City's policies or any conduct considered inappropriate or unsatisfactory may subject an employee to disciplinary action up to and including termination. Any questions in connection with this policy should be directed to your supervisor or to Human Resources.

Employees are expected at all times to conduct themselves in a positive and appropriate manner in order to promote and reflect the best interests of the City. Appropriate employee conduct includes:

- Treating customers, visitors, the public and co-workers in a courteous and respectful manner.
- Refraining from behavior or conduct that is offensive or undesirable, or which is contrary to the City's best interests or core values.
- Reporting to management any suspicious, unethical or illegal conduct by co-workers, customers, suppliers or vendors.
- Reporting to management any threatening or potentially violent behavior by coworkers, customers or suppliers.
- Cooperating with a department, City or Police investigation.
- Complying with all City safety and security regulations.
- Wearing clothing appropriate for the work being performed.
- Performing assigned tasks efficiently and according to established quality

standards.

- Reporting to work punctually and as scheduled.
- Giving proper advance notice when unable to work or report on time according to section [4.11 Absences and Tardiness](#) or specific department policies.
- Smoking only at times and in places not prohibited by section [5.20 Smoking](#), and local or Utah State law.

## **510 [Harassment](#)**

The City is committed to the belief that all employees have the right to work in an environment that is free from discrimination and harassment. The City strictly prohibits harassment of or by its employees, vendors, customers or others who enter our workplace in any form. All employees at any level of employment with the City must avoid offensive or inappropriate harassing behavior, and the City holds employees responsible for ensuring that the workplace is free from any type of harassment. Employees should at all times treat other employees with respect, dignity, and in a manner so as not to offend the sensibility of their co-workers. The City is committed to the vigorous enforcement of its harassment policy at all levels of employment and in all City workplaces.

The City bases its harassment policy on Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Title I and Title V of the Americans with Disabilities Act of 1990, Sections 501 and 505 of the Rehabilitation Act of 1973 and the Civil Rights Act of 1991. It also bases its policy on the Equal Employment Opportunity Commission's (EEOC) definition of sexual harassment, which is: "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly a term or condition of an individual's employment; (2) submission to or rejection of such by an individual is used as the basis for employment or decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

Specifically, the City prohibits conduct that may include but is not limited to the following:

- a. Degrading words to describe an individual; threats; offensive comments; derogatory remarks; innuendos or taunts; off-color language or jokes; and sexually suggestive objects, books, magazines, photographs, cartoons, or pictures.
- b. Display, storage and/or transmitting of offensive, pornographic, racist or offensive language, signs, or images from any personal cell phone, PDA, computer or radio while on-duty.
- c. Any verbal or physical conduct that has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
- d. Sexual harassment, including sexual harassment of women by men, men by women, and same sex harassment.
- e. Engaging in indecent exposure.
- f. Unwelcome sexual advances.
- g. Requests for sexual favors, whether or not accompanied by promises or

threats with regard to the employment relationship.

- h. Other verbal or physical conduct of a sexual nature made to an employee that may threaten or insinuate, either explicitly or implicitly, that an employee's submission to or rejection of the sexual advances will in any way influence any personal decision regarding that person's employment, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development.
- i. Other harassing conduct committed in the workplace by supervisors or non-supervisory personnel, whether physical or verbal.

Any type of harassing conduct may result in disciplinary action up to and including termination. Any supervisor or manager who has knowledge of such behavior yet takes no action to end it is also subject to disciplinary action. Employees are prohibited from harassing other employees whether or not the incidents of harassment occur on employer premises, or whether the incidents occur during business hours.

Employees who have complaints of harassment by anyone in the workplace including supervisors, co-workers or visitors, are urged to report such conduct to their supervisors or Department Managers, who will report the incident to the Human Resources Manager so that the City may investigate and resolve the problem. If the complaint involves an employee's supervisor or someone in the direct line of supervision, or if the employee for any reason is uncomfortable in dealing with his/her immediate supervisor, the employee may go directly to any Department Manager, any management team member or directly to the Human Resources Manager, City Attorney, or City Manager.

The City endeavors to investigate all complaints as expeditiously and professionally as possible. Where investigation confirms allegations of harassment, the City shall take appropriate corrective action.

If after careful investigation the City is unable to confirm an allegation of harassment, the City may transfer an employee to a new location where the employee will not have any contact with the alleged harasser.

To the extent possible by regulation or law, employees will be apprised of the investigation process and the conclusion of the investigation.

The City makes every attempt to keep confidential the information provided to it in the complaint and investigation process to the fullest extent permitted by the circumstances. Retaliation against employees for reporting harassment or for assisting the City in its investigation of a complaint is against the law and is not permitted. Retaliation may include, but is not limited to, such acts as refusing to recommend the employee for a benefit for which he/she qualifies, spreading rumors about the employee, encouraging hostility from co-workers, and escalating the harassment.

If after investigating any complaint of harassment the City learns that an employee provided false information regarding the complaint, the City may take disciplinary action against the

employee.

### **511 Retribution and/or Retaliation**

Supervisors, managers and/or employees are not permitted to engage in any form of retaliation or retribution.

- **Retaliation:** the taking of any unfavorable job or employment action against an employee who in good faith reports suspected instances of inappropriate business conduct, activity, safety and/or policies and procedures violation.
- **Retribution:** the dispensing of any punishment (formal or informal) against an employee who in good faith reports suspected instances of inappropriate business conduct, activity, safety and/or policies and procedures violation.

Any supervisor, manager, or employee who engages in retribution or retaliation against a reporting employee is subject to disciplinary action up to and including termination. Any supervisor, manager or employee who purposely reports false information of retribution or retaliation in an attempt to settle personal grievances is subject to disciplinary action up to and including termination.

### **512 Use of Drugs and Alcohol**

#### **a. Objectives**

Park City Municipal Corporation is concerned about employee health and safety. The City recognizes that illegal drug use and the abuse of alcohol can destroy health and adversely affect personal life and work performance. Employees who abuse drugs or alcohol are a source of danger to themselves and to their co-workers. The employee likely will incur medical costs much higher than those of other employees, which may increase health insurance premiums. In addition, the quality and efficiency of performance will suffer, and absenteeism and tardiness likely will increase. All of these symptoms of alcohol and drug abuse will damage the City's productivity and competitiveness in the marketplace.

To protect the safety of all employees and the general public and to prevent decreased productivity and work quality, the City may require employees to submit to testing for illegal drugs or alcohol under the following circumstances:

1. Investigation of possible individual employee impairment;
2. Investigation of accidents in the work place or incidents of work place theft;
3. Maintenance of safety for employees or the general public; or
4. Maintenance of productivity, quality of products or services, or security of property or information.

#### **b. Definitions**

The following definitions apply:

1. **Alcohol** - ethyl alcohol or ethanol.
2. **Illegal Drugs** - any substance recognized as a drug in the United States Pharmacopoeia, the National Formulary, the Homeopathic Pharmacopoeia, or other

drug compendia, or supplement to any of those compendia or substances declared illegal under applicable state statutes (such as “spice,” “bath salts,” and similar natural or synthetic drugs). The term Illegal Drugs does not include a drug taken in accordance with a valid prescription if taken as prescribed or other use authorized by law.

3. **Positive Test Results** - the results of a test for Alcohol or drugs that shows the presence of detectable levels of Alcohol (detectable defined as blood alcohol level of .04 or above) or Illegal Drugs in your system (including without limitation blood and urine.)
4. **Under the influence** - (a) to be unable to perform work in a safe or productive manner, OR (b) to have impaired judgment, OR (c) to be a potential threat to personal safety or welfare or that of other employees or the general public, OR (d) to be impaired in physical or mental functioning in any respect resulting from the use of Alcohol or Illegal Drugs, OR (e) to receive a Positive Test Result indicating the presence of detectable levels of Alcohol or Illegal Drugs in your system.
5. **Park City Municipal Corporation Premises** - (a) all property, offices, facilities, manufacturing plants, land, buildings, structures, and installations used by the City in the course and scope of his/her employment; (b) automobiles, trucks, and all other vehicles and equipment, whether owned or leased by Park City Municipal Corporation or used by an employee in the course and scope of his/her employment; (c) any parking lot or any automobile parked on any parking lot used by employees of Park City Municipal Corporation to park their personal vehicles during work hours, (d) automobiles owned or leased by employees while those automobiles are being used on the City’s business. The term Park City Municipal Corporation Premises also includes all customer properties, areas under Park City Municipal Corporation’s control, and any other work locations or mode of transportation to and from those locations during working time and while in the course and scope of employment with Park City Municipal Corporation or while conducting City business.

#### **c. Policy Application**

This policy applies to all City employees, volunteers and employment applicants.

Park City Municipal Corporation will discipline any employee, up to and including immediate discharge, or refuse to hire any job applicant who violates this policy.

#### **d. General Rules**

1. Employees may NOT be under the influence of Alcohol while performing job responsibilities, operating an automobile, truck or other vehicle or equipment leased or owned by the City, operating a personal vehicle while on business for the City. Exceptions may be allowed for City functions (See section [5.11 Alcohol and Drug Use I. Alcohol Consumption at City Functions](#)).
2. Employees may NOT use or be under the influence of Illegal Drugs, regardless of whether the Illegal Drug use has any adverse impact on job performance.
3. Employees may NOT unlawfully use, manufacture, distribute, possess, purchase, or sell Illegal Drugs or Alcohol at any time. If convicted of a crime (under

state or federal law) as the result of unlawful use, manufacture, distribution, possession, purchase, sale of Illegal Drugs or Alcohol, or DUI employees must report the conviction to the Human Resources Manager or the City Manager within 5 working days of conviction.

4. Employees may NOT tamper with the testing procedure in any manner that is designed to or that reasonably could interfere with the accuracy of the testing procedure [e.g., using an adulterant (either by ingesting a substance into the body or adding a substance to the testing sample in an attempt to interfere with or negate the test results), attempting to hydrate the body prior to testing or substituting urine or any other substance for the testing sample].

The Park City Municipal Corporation will discipline employees who violate any of the General Rules discussed above up to and including termination.

#### **e. Drug and Alcohol Testing**

Park City Municipal Corporation, in its sole discretion, may require employees to submit to a test for the presence of Illegal Drugs (including legal drugs not taken in accordance with a lawful prescription) and/or Alcohol under the following circumstances:

**1. Pre-Employment Testing:** As mentioned in section [2.5 Pre-Employment Drug Testing](#), the City has a responsibility to employees to make a reasonable effort to provide a safe work place and a responsibility to the public to make a reasonable effort to promote public safety. Therefore, applicants may be required to submit and pass a drug screening test as a condition of employment. Positive test results will make candidates ineligible for hire for a minimum of one year.

**2. Post-Accident Testing:** Employees will be required to sign the appropriate consent and release form(s) and allow Park City Municipal Corporation to test them for Illegal Drugs and/or Alcohol if employees are involved in: (a) any on-the-job accident or other incident where the City reasonably believes Illegal Drug and/or Alcohol use may have been involved; (b) any on-the-job personal injury accident that results in the need for medical treatment by a clinic or hospital; or (c) any on-the-job accident which results in damages to property estimated equal to or in excess of \$1,500 commensurate with [Utah Code Ann. 41-6a-401 as amended](#). Park City Municipal Corporation will require post-accident testing for Alcohol only if it reasonably believes that the use of Alcohol may have caused or contributed to the accident.

**3. For-Cause Testing:** If a City supervisor reasonably believes an employee is using and/or under the influence of Illegal Drugs and/or Alcohol on Park City Municipal Corporation Premises, the employee will be required to sign the appropriate consent and release form(s) and allow the City to test for Illegal Drugs and/or Alcohol. Indications of individual, job-related impairment that constitute grounds for requesting a drug or Alcohol test include, but are not limited to, the manifestation of physical or physiological signs, symptoms, or reactions commonly caused by the consumption or ingestion of Alcohol or drugs (i.e., the odor of Alcohol, slurred or thickened speech,

apparent loss of coordination or unsteady gait, or uncharacteristic emotional behavior), failure to meet performance standards, and attendance and tardiness problems. Any City supervisor or employee who observes possible Illegal Drug or Alcohol use must immediately inform the Human Resources Manager or the City Manager.

The City will count the time needed for testing as hours worked for compensation and benefits. Park City Municipal Corporation will keep written records of testing for Illegal Drugs and Alcohol. The City will treat all information, interviews, reports, statements, memoranda, or test results as confidential communications and will keep the information in a file separate from your personnel file. In accordance with state law, Park City Municipal Corporation will not provide information regarding testing results to any third party except as specifically allowed by law.

Employees will be discharged if he/she refuses to sign a requested release form(s) or to submit to testing for Illegal Drugs and/or Alcohol OR if he/she tampers with the testing procedure in any manner that is designed to or that could nullify or interfere with the accuracy of the testing procedure. The City will discipline employees who receive a Positive Test Result for the presence of Illegal Drugs or Alcohol up to and including termination.

#### **f. Testing Procedure**

Employees will be transported to a testing facility and accompanied within a close proximity during testing by a Supervisor or designee. A licensed physician, testing clinic, or laboratory established by the City that meets applicable standards will collect the testing sample. Samples will be collected with reasonable regard for privacy unless the licensed physician, testing clinic, or laboratory reasonably believes that employees have altered or made substitutions to the testing sample.

A federally or state-certified laboratory or other appropriate laboratory facility will conduct the testing. Any Positive Test Result will be identified or confirmed by gas chromatography, gas chromatography-mass spectroscopy, or other comparably reliable analytical method, as determined by the testing laboratory. In the event the laboratory uses a testing sample other than a urine sample, it will use testing procedures (including appropriate confirmation testing) that meet applicable standards.

If the employee tampers with the testing procedure in any manner that is designed to or that reasonably could interfere with the accuracy of the testing procedure [e.g., using an adulterant (either by ingesting a substance into their body or adding a substance to their testing sample in an attempt to interfere with or negate the test results), attempting to hydrate the body prior to testing, or substituting urine or any other substance for the testing sample], the City will terminate their employment.

The laboratory will use testing procedures for the presence of Alcohol that meet applicable standards.

Park City Municipal Corporation will use a medical review officer (MRO) to interpret any first or second- test confirmed positive result. An MRO is a licensed health care provider who has

knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate a positive test result as it relates to your medical history and any other biomedical information. The MRO will discuss the Positive Test Result with the employee, including obtaining information that may explain the Positive Test Result (e.g., drug taken in accordance with a lawful prescription, circumstances that may explain a false positive, etc.). If, after evaluating the information received from the employee, the MRO determines that the employee's Positive Test Result was the result of use of Illegal Drugs or Alcohol (including without limitation the taking of a drug not in accordance with a lawful prescription or over-the-counter instructions), the MRO will inform the Human Resources Manager or designee.

At the discretion of the City and employee, employees receiving a positive test result may be directed to the City's Employee Assistance Program (EAP). Employees will be subject to any treatment plan developed by the EAP and the City. The cost of the treatment will be the responsibility of the employee unless designated otherwise by the City Manager. However, the City maintains the right to terminate an employee at its discretion at any stage of the treatment process. Treatment will not be in lieu of discipline up to and including termination.

Employees will not be notified of negative test results unless he/she requests the test result from the City in writing within a reasonable time following the test.

The City will pay all costs of testing for Illegal Drugs and Alcohol required by the City, including the cost of transportation if the testing is conducted at a place other than the work site.

#### **g. Appeal Procedure**

If an employee receives a Positive Test Result, he/she may, at his/her option, contact the testing laboratory and request a new test of the same sample *at his/her own expense*. Any request for a re-test must occur within three business days of the date he/she is notified of a Positive Test Result (please contact Human Resources to obtain contact information for the testing laboratory). It also is the employee's responsibility to notify the City after he/she has requested a re-test of the original sample. The City has no responsibility to ensure that the re-test occurs. The results of any re-test must be forwarded by the testing laboratory directly to the City. If employees do not receive a Positive Test Result on the new test, the City may request that he/she sign the appropriate consent and release form(s) and be tested a final time. The final test may be of the same or of a new sample, at the City's sole discretion. If employees refuse to sign the appropriate consent and release form(s) for the final test, he/she will be discharged. If employees receive a Positive Test Result on the final test, the City may discipline up to and including termination.

#### **h. Consent and Release Form(s)**

At the time an employee is required to undergo testing for Illegal Drugs and/or Alcohol, he/she will be required to sign consent and release form(s) approved by the City at the testing facilities identified by the City. An employee will be discharged if he/she refuses to sign the consent and release form(s).

#### **i. Use of Prescription Drugs or Over-the-Counter Medications**

This policy does not prohibit the normal use of prescription drugs as ordered by a licensed health care provider or of over-the-counter medications. However, while employees are on Park City Municipal Corporation Premises, the City prohibits the use of any prescription medication that is not prescribed for the employee or that is not taken in accordance with the prescription instructions. In addition, the City prohibits the abuse of over-the-counter medications on City Premises.

The following general statements will apply:

1. If the employee has been informed or has reason to believe that his/her use of any prescription drug or over-the-counter medication may interfere with his/her ability to perform the essential functions of his/her job, the City encourages the employee to speak to his/her supervisor or the Human Resources Manager. The City will take steps as required by law to reasonably accommodate employees and to prevent a significant risk of substantial harm to the health and safety of employees and co-workers. Nothing set forth in this paragraph shall impose any contractual or other obligation on the part of Park City Municipal Corporation except as required by the Americans with Disabilities Act or any state or local statute or regulation prohibiting discrimination on the basis of disability or handicap.
2. While on Park City Municipal Corporation Premises, employees must NOT consume prescription drugs more often than instructed on the prescription label.
3. While on Park City Municipal Corporation/Customer Premises, employees must NOT allow a co-worker or other person to take the prescription medications of others.
4. While on Park City Municipal Corporation Premises, employees must keep all prescription and over-the-counter medication in its original container. All prescription medication must be in the name of the employee and have the doctor's name and prescription number on the label.

Employees may use over-the-counter medications or prescription medication provided that it will not adversely affect work performance. However, Park City Municipal Corporation at all times reserves the right to have a licensed health care provider determine if use of a prescription or over-the-counter drug or medication may adversely affect job performance or increase the risk of injury to employees or co-workers. In that event, the Park City Municipal Corporation may limit or suspend work activities until employees are no longer using the over-

the-counter medication or prescription drug, in accordance with applicable federal and state law.

**j. Americans with Disabilities Act**

Alcoholism is considered a disability under the Americans with Disabilities Act. If an employee believes he/she may suffer from Alcohol abuse associated with alcoholism, the City strongly encourages him/her to contact the Human Resources Manager or the City Manager. In accordance with the Americans with Disabilities Act, Park City Municipal Corporation will make reasonable accommodations if the employee suffers from alcoholism, including encouraging employees to participate in rehabilitation programs.

If an employee suffers from alcoholism, he/she will be held to the same job performance standards and behavior as other employees. The City will not tolerate tardiness, absenteeism, accidents, or other unsatisfactory job performance caused or created by alcoholism. The City will discipline an employee if alcoholism adversely affects job performance or conduct so that the employee may no longer be considered a qualified individual with a disability.

**k. Rehabilitation**

Park City Municipal Corporation does not have an Alcohol or drug rehabilitation program. However, if an employee believes he/she may have a substance abuse problem and would like assistance, please contact the Human Resources Manager. The City will not discipline an employee solely for seeking assistance or for admitting the use of Illegal Drugs or Alcohol. Employees disclosing the use of Illegal Drugs or the use of Alcohol at work, who have not received a request for testing from the City, will be referred to the City's EAP. The City will treat the request confidentially. Employees may receive financial assistance for rehabilitation programs through the City's group medical benefit plan, subject to the terms, conditions, and limitations set forth therein. The City may allow an employee a leave of absence to obtain treatment.

If an employee seeks assistance for an Illegal Drug or Alcohol abuse problem only after being notified that he/she will be tested, he/she will be required to complete the testing and may be disciplined for violation of this Policy.

Nothing in this section prevents Park City Municipal Corporation from disciplining an employee for any violation of this policy. Nothing in this policy modifies an employee's status as an at-will employee.

**l. Alcohol Consumption at City Functions**

Possession, consumption or use of alcoholic beverages at City functions may occur only with prior approval from the City Manager and Manager of the department organizing the event. After granting approval, the manager of the organizing department has ultimate responsibility for ensuring that employees adhere to the guidelines presented below. All employees are responsible for adherence to City policy and event consumption limitations. Failure to do so may result in disciplinary action up to and including termination.

City functions to which this policy applies may include, but are not limited to: receptions,

meetings, recruitment socials, retirement and anniversary parties, end of season celebrations, City events and parties and service award recognition events.

Employees are subject to City policy on alcohol consumption unless an exception has been made by the City Manager if one of the following criteria is met:

- Alcohol consumed was purchased using Cityfunds.
- Employees attending an event are operating in an official capacity as a required job function.

City functions involving the consumption of alcohol must adhere to the following:

1. Employees who choose to drink alcoholic beverages at City functions are expected to behave in accordance with usual business standards and all City policies.
2. The department manager of the department organizing a function where alcohol is served is responsible for ensuring adherence to these guidelines.
3. Alcoholic beverages are not served in offices or work areas.
4. Alcoholic beverages are served, rather than simply made available, to those who wish to partake. Self-serving of alcoholic beverages at City functions is strictly prohibited.
5. Any off-site functions are held in appropriately licensed facilities, with drinks served by professional bartenders.
6. Food must be available.
7. Alcoholic beverages will be served for a restricted period of time; generally no more than two hours. Possible exception: If the function is planned for a long period of time, e.g., a full or half day, alcohol may be served for a longer period with prior City Manager approval. However, alcohol service must cease no less than one hour prior to the end of the function.
8. Alcohol is not to be served to minors or anyone who appears to be impaired.
9. Safe passage home must be pre-arranged by an employee who plans to consume alcoholic beverages at City functions.

Employees are expected to use good judgment and discretion in regards to the use of alcohol.

### **513 Workplace Violence**

Park City Municipal Corporation provides a safe workplace for all employees. To ensure a safe workplace and to reduce the risk of violence, all employees should review and understand all provisions of this workplace violence policy. The following guidelines have been adopted to deal with intimidation, harassment, or other threats of (or actual) violence that may occur during business hours or on its premises. This policy applies to all full-time regular, special employment appointments, part-time and seasonal employees.

All employees (including managers, supervisors, part-time, seasonal, student interns and special employment agreement) and volunteers should be treated with courtesy and respect at all times. Employees are expected to refrain from fighting, "horseplay," or other conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or

substances are prohibited from the premises of Park City Municipal Corporation without proper authorization. Possessing firearms or other weapons on City property with the exception of Peace Officers and Law Enforcement Officials as defined by [Utah Code Section §76-10-523](#) and as authorized by [Utah Code Section §53-5-704](#) is prohibited.

Conduct that threatens, intimidates, or coerces another employee, a customer, or a member of the public will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or any characteristic protected by federal, state, or local law.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to the employee's immediate supervisor or any other member of management. This includes threats by employees, as well as threats by customers, vendors, solicitors, or other members of the public. When reporting a threat of violence, the employee should be as specific and detailed as possible.

All suspicious individuals or activities should also be reported as soon as possible to a supervisor. Do not place yourself in peril. If you see or hear a commotion or disturbance near your work station, do not try to intercede or see what is happening.

Park City Municipal Corporation will promptly and thoroughly investigate all reports of threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practical. In order to maintain workplace safety and the integrity of its investigation, Park City Municipal Corporation may suspend employees, either with or without pay, pending investigation.

Anyone determined to be responsible for threats of (or actual) violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including termination of employment.

Any type of workplace violence committed by or against employees will not be tolerated. The following list of behaviors, while not all inclusive, provides examples of conduct that is prohibited:

- Causing physical injury to another person
- Making threatening remarks
- Aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress
- Intentionally damaging employer property or property of another employee
- Possessing firearms or other weapons on City property or while on City business with the exception of Peace Officers and Law Enforcement Officials as defined by [Utah Code Section §76-10-523](#) and as authorized by [Utah Code Section §53-5-704](#)
- Committing acts motivated by, or related to, sexual harassment or domestic violence

Any potentially dangerous situations must be reported immediately to a supervisor, manager or \_\_\_\_\_

the Human Resource Department. Employees are expected to exercise good judgment in recognizing dangerous situations. Such behavior includes:

- Discussing weapons or bringing them to the work place
- Displaying overt signs of extreme stress, resentment, hostility, or anger
- Making threatening remarks
- Sudden or significant deterioration of performance
- Displaying irrational or inappropriate behavior

Employees are encouraged to bring their disputes or differences with other employees to the attention of their supervisors or the Human Resources Department before the situation escalates into potential violence. Park City Municipal Corporation is eager to assist in the resolution of employee disputes, and will not discipline employees for raising such concerns.

At any time if employees or the general public are threatened or may be in danger, please contact the Park City Police Department or dial 911 immediately.

#### **514 Outside Employment**

Outside employment includes self-employment and is defined as the performance of work other than City work for self or others for compensation. Full-time regular employees must provide a request for permission to accept outside employment to their Manager and the Human Resources Department, which will then forward the information to the City Manager. Outside employment must be approved by the City Manager. Outside employment permission forms are available in Human Resources or on the employee portal (ep.parkcity.org). Failure to provide notification of outside employment may result in disciplinary action up to and including termination. The request should include any pertinent information about the outside employer, the nature of the employment, and the hours of employment. Outside employment will not be considered an excuse for poor job performance, absenteeism, tardiness, leaving early, refusal to travel or refusal to work overtime or different hours. Permission shall not be given if it is determined that such outside employment is likely to physically or mentally hamper the employee in his/her ability to do the job required of him/her by the City, or if it is likely to reflect discredit on the City's service or the employee, or if it is in conflict with one's position as a City employee. Any changes to position or employer must be re-approved.

Approval of outside employment is valid until the February following its approval. In September of each year all full-time regular employees must complete a new Outside Employment form and have his or her Manager, the Human Resources Department and the City Manager re-approve the outside employment position.

#### **515 Disciplinary Procedures**

Disclaimer: The policies and procedures stated in this manual and in other personnel statements or materials issued by the City are not intended to create either express or implied contracts respecting the procedures, terms, conditions, or duration of employment, or other obligation or liability on the part of the City. Unless otherwise provided by State law, employment with the City is at-will and shall remain as such notwithstanding the procedures below, meaning that it may be

terminated by the employer or City Manager at any time, for any reason or for no reason, without notice, and without procedure or formality.

It is the City's policy that all employees are expected to comply with City standards of behavior and performance, and that any noncompliance with these standards must be corrected.

Under normal circumstances, the City endorses a policy of progressive discipline in which it attempts to provide employees with notice of deficiencies and/or inappropriate behaviors and an opportunity to improve or correct deficiencies or behaviors. The procedures set out below are as complete as the City can reasonably make them. However, they are not necessarily all inclusive. The City may vary from the rules/procedures listed if, in its opinion, the circumstances require. As such, the City retains the right to administer discipline in any manner approved by the City Manager. This policy does not modify the status of employees who are employee's at-will. Supervisors must have manager approval before issuing any reprimands. Managers must meet with the Human Resources Manager or his/her designee prior to issuing any reprimand.

The normal application of progressive discipline:

**Verbal Reprimand:** If an employee is not meeting City standards of behavior or performance, the employee's supervisor should take the following action:

- a. Supervisor shall discuss the matter with the employee.
- b. Inform the employee of the nature of the problem and the action necessary to correct it. Explain what constitutes proper conduct, standards of behavior or performance.
- c. The supervisor should prepare a written record documenting the meeting has taken place.
- d. Verbal reprimands should be submitted to the Human Resources Department. They are not filed in employees' files.

**1st Written Reprimand:** If there is a second occurrence or intentional or repeated related or unrelated offenses:

- e. Employee receives written notice of discipline or reprimand following intentional or repeated or unrelated offenses. A copy of the written notice is placed in the employee's personnel file.
- f. The supervisor may suspend the employee with or without pay as approved by the City Manager.
- g. Written reprimands should be submitted to the Human Resources Department. They are filed in employees' files.

**2nd Written Reprimand:** If there are additional occurrences, the supervisor should take the following action depending on the severity of the conduct or offenses:

- h. Employee receives final written notice of discipline or reprimand

following serious misconduct or further repeated related or unrelated offenses.

- i. The supervisor may suspend the employee with or without pay as approved by the City Manager.
- j. Written reprimands should be submitted to the Human Resources Department. They are filed in employees' files.

**Termination:** Employee is recommended for termination as the result of a serious offense or the final step in the progressive discipline process. Discharged employees may have rights of appeal as set forth in [Section 6 Procedures for Employee Complaints, Discharge and Transfer Appeals](#) of this Manual.

Employees, although they may not necessarily agree with the disciplinary action, must sign the form or memorandum signifying that they are aware that disciplinary action has been taken against them. If an employee refuses to acknowledge the disciplinary action with his/her signature, the supervisor shall have another supervisor witness the refusal and both supervisors will sign indicating the employee's refusal.

A Supervisor may recommend removing a written record from the employee's file after a specified time of meeting certain performance conditions outlined in the written notice or a subsequent performance review, with the approval of Human Resources and the City Manager. The specified time shall at a minimum include one (1) year. A written notice may be removed after that specified time based upon satisfactory performance as it relates to outlined conditions, no additional performance issues, and with the approval of the supervisor, Human Resources and the City Manager. The removal of written records is generally disfavored and may be approved or denied in the sole discretion of the City Manager.

Removal requests will typically only be considered for relatively minor matters where the City Manager finds no further personnel need for the record and the employee's employment history would be unnecessarily tarnished by its continued inclusion in the file. Denials of such requests are not considered adverse job actions and may not be appealed.

### **516 [Strikes and Work Stoppages](#)**

Every City employee, by accepting or retaining a position with the City, agrees that he/she will not engage in, threaten to engage in, encourage, or plan any strike or job action, whether it be in the nature of an immediate walk out or resignation after notice or job slow down. Any violation of this section shall be grounds for removal from the City employment and grounds for refusal of reinstatement or employment within the City.

### **517 [Solicitations](#)**

Solicitations by employees or unauthorized vendors on City premises are prohibited. The prohibition applies both to employees on working time and to non-employees.

### **518 [Gratuities](#)**

All employees who accept any type of gratuity (anything of monetary value) must report it on their timecard as wages commensurate with the IRS tips reporting guidelines referenced in [Publication 531, Reporting Tip Income](#). Employees shall not directly or indirectly solicit any gift or receive any gift whether in form of money, services, loan, travel, entertainment, hospitality, promise, or any other form except as specifically provided herein. Employees may be permitted to accept food and items of nominal value as defined by [Utah Code Section §3-1- 4\(C\)](#), Title 3 of the Municipal Code. Any employee who is uncertain whether an offered gratuity may be accepted may request a ruling from the City Attorney as to the propriety of the offered gift.

Official Master Festival and Special Event sponsorship materials, tickets and event invitations that the City receives in its corporate capacity which may be distributed to officials and/or employees by the City Manager in his/her sole discretion shall not be considered a gift or gratuity for purposes of this section.

## **519 [Information Technology \(IT\)](#)**

### **a. [City Business Use](#)**

In general, IT systems and services are provided for City business, this includes but is not limited to computer equipment, phones, printers, photocopiers, FAX devices, email services, software, Internet access, wireless services (Wi-Fi, 3G/4G) and data storage. City systems are not to be used in a way that may be disruptive, offensive to others, in conflict with city business operations, or harmful to morale.

Users should have no expectation of privacy when using City equipment, data or networks. All electronic files and messages, sent and received using City systems or City provided Internet access, including web-based messaging systems, are subject to viewing, inspection, release, and archiving by authorized personnel at all times to the extent that such rights are not superseded by applicable laws. The City will comply with reasonable and compulsory requests from law enforcement and regulatory agencies for electronic records.

Users are responsible for the security of the equipment and data. It is paramount that users protect City and personal data. Do not store, copy, share or transmit any confidential data including but not limited to passwords, social security numbers, bank routing information, and

credit card numbers outside of appropriate City Systems.

All City records must be maintained pursuant to City retention policies. It is prohibited to destroy, delete, erase or conceal City files or otherwise making such files or data unavailable or inaccessible in any manner inconsistent with such policies.

### **b. Internet Use**

This policy governs all uses of Park City's network and Internet/intranet access at all offices, hotels, airports, employees' homes, and any other location when such access is for work purposes or on City equipment.

The Park City network and Internet access are intended primarily for business use only. Employees may access the Internet for personal use only during nonworking hours, and strictly in compliance with the terms of this policy.

All information created, transmitted, acquired, downloaded, or uploaded via the organization's network and Internet or intranet is the property of Park City Municipal Corporation. Employees should have no expectation of privacy regarding this information. The organization reserves the right to access, read, review, monitor and copy all messages, content and files on its computer system or network enabled device at any time and without notice. When deemed necessary, the organization may disclose text or images to law enforcement agencies or other third parties without the employee's consent.

Employees are reminded that information obtained from the Internet is not always reliable and should be verified for accuracy before it is used.

### **c. Prohibited Activities**

Employees are prohibited from using Park City's network or Internet access for the following activities, unless as part of an active internal or Police investigation:

- i. Downloading and/or installing software without the prior written approval from the IT Director.
- ii. Disseminating or printing copyrighted materials, including articles and software, in violation of copyright laws including the use of peer-to-peer file sharing and/or storage of such materials on any city owned equipment.
- iii. Sending, receiving, printing, or otherwise disseminating Park City Corporation's proprietary data, or other confidential information in violation of organizational policy or written agreements.
- iv. Operating a business, election campaign activity, usurping business opportunities, soliciting money for personal gain, or searching for jobs outside Park City Municipal Corporation.
- v. Making offensive or harassing statements and/or disparaging others based on race, color, religion, national origin, veteran status, ancestry, disability, age, sex or sexual

orientation.

vi. Viewing, downloading, uploading, sending, or soliciting obscene or pornographic sites, messages or images or otherwise viewing, downloading, uploading, sending or displaying sites or messages which violate the City's harassment policies.

vii. Visiting sites featuring pornography, terrorism, espionage, theft, or illegal drugs.

Gambling or engaging in any other criminal activity in violation of local, state or federal law.

Engaging in unethical activities or content.

Participating in activities, viewing, or writing content that could damage Park City Municipal Corporation's professional reputation.

#### **d. Compliance and Violations**

1. Managers are responsible for ensuring employee compliance with this policy.
2. Employees who learn of policy violations should notify the HR or IT manager(s).
3. Employees who violate this policy or use Park City's network, Internet, or intranet access for improper purposes will be subject to discipline, up to and including termination.

#### **e. Email Standardization**

Professional e-mail transmission is important to maintaining the positive image of the City, its business and its government and therefore must adhere to the following guidelines: E-mail background must be white. All signature elements including logo, font and color must be found on the city's style reference website: <http://style.parkcity.org>

The City's policy on access to and disclosure of electronic mail messages sent or received by Park City Municipal Corporation employees who use the electronic mail system may be changed at any time.

All electronic communication, phone, e-mail, text, smartphone, PDA, etc. are solely owned City property. Notwithstanding the assigning of individual passwords, the City reserves the right to access and disclose all messages sent over its electronic mail system and server domain or any communication system at any time for any business purpose including but not limited to ensuring employee performance and protecting confidential information.

Employees should not attempt to gain access to another employee's e-mail account or e-mail messages without the latter's express permission. However, City management reserves the right to enter an employee's e-mail files whenever there is a legitimate business need to do so. However, nothing herein shall affect the classification of e-mail pursuant to the Utah Government Records and Retention Act, or other state and federal standards.

E-mail transmissions are not actually deleted when a City employee deletes them from his/her computer. Deleted e-mail remains in memory storage and can be accessed by outside parties in the event of a lawsuit or other investigation. Because e-mail transmissions are discoverable documentary evidence, employees may be asked to explain e-mail transmissions before a judge in a court of law in the event that the City is involved in a lawsuit.

Transmission between any Park City employee and the Park City Legal Department which contains substantive legal material should be labeled “protected attorney-client communication,” but absences of such label shall not preclude the City from classifying such communication as “protected” after the fact.

**f. Support**

Technical support, record requests and GIS services are provided during regular business hours (8 am – 5 pm Monday-Friday). After-hours emergency support should only be utilized when critical services are unavailable or no other alternative exists. Unscheduled walk-in support is discouraged.

Web: <http://5123.parkcity.org> – Internal network only  
Email: [5123@parkcity.org](mailto:5123@parkcity.org)  
Phone: 435-615-5123 (EMERGENCY SUPPORT ONLY)

**g. Geographic Information Systems (GIS)**

GIS data cannot be distributed or resold without permission. All data that is distributed requires a signed agreement. Contact IT support for more information. All GIS data must be saved in “GISDATA” or “CITYWIDE” network share.

Use of plotter may result in material costs to you or your department. Please make arrangements well in advance of your deadline.

**h. Training**

IT/GIS training are offered throughout the year and upon request but do not include specialized trainings for individual industry or job functions. Training can be requested through support or through the employee portal ([ep.parkcity.org](http://ep.parkcity.org)).

**i. Equipment & Software Requests**

Contact IT for all technology requests including software, hardware, printers, copiers, GPS and accessories.

**j. Social Media & Other Websites**

No City department, official, or employee may create a social media site or an identity/entity/presence on a website (such as Twitter, Facebook, YouTube, internet blogs or

chat rooms and other websites) regarding City affairs or content without the express approval of the Community Engagement Manager. Authorized sites shall have a designated purpose and staff member assigned to maintain and moderate content.

Generally, City sites shall not allow public citizen comment, except as approved by the City Manager for designated and published public purposes. All sites shall contain a link with the following prohibitions on content:

1. No comments unrelated to purpose;
2. No content that promotes discrimination or harassment;
3. No posts that constitute or encourage illegal activity;
4. No solicitations of commerce [except for authorized public bidding site(s)];
5. No sexually related content or links to sexually related content;
6. No profane language;
7. No content that violates a legal ownership interest of another party;
8. No information that compromises safety or security of any information or person;
9. No comments regarding political campaigns or ballot measures [state law prohibits use of City resources for such];

Employees posting on City sites or third party sites, if the posting occurred in the scope of employment or concerns City business or information, shall adhere to the following rules:

- Social networking and video site users are required to write/post content under their own names. Pseudonyms and anonymous postings are prohibited, when using City equipment or City-hosted social networking or video sites.
- Unless approved by the City, employees are prohibited from mentioning the City or identifying themselves as employees of the City via text, photos, art, City logos, City uniforms, City letterhead, City products, City trademarks, or any other image, copy, or content, when using a personal social networking and video site.
- Employees must incorporate the following legal disclaimer into their personal social networking pages and public video site posts when making statements regarding matters of public concern that may in any way impact or be related to City business: “The opinions expressed on this social networking profile (video site) are my own personal opinions. They do not reflect the opinions of my employer.”
- Employees are prohibited from attacking, defaming, harassing, discriminating against, menacing, threatening, or otherwise exhibiting inappropriate or offensive behavior, attitudes, opinions, or commentary toward or about coworkers, supervisors, executives, customers, vendors, shareholders, the media, or other third parties, when using a personal social networking site or public video site.
- Employees are prohibited from disclosing confidential, protected, proprietary, or private information about the City or obtained in the scope of employment.
- Employees are prohibited from disclosing information in regards to the City, its products, services, financials, plans, employees, customers, partners, suppliers, or other third parties, when using a personal social networking site or public video site.
- Employees are prohibited from using a City-provided or personal cell phone or

smartphone camera or video recorder to take, transmit, download, or upload to social networking or video sites any photos or videos of coworkers, executives, customers, suppliers, and any other third party without first securing the written permission of the subject if applicable and their Department Manager, and/or an authorized member of management.

- Employees are prohibited from using a City-provided or personal cell phone or Smartphone camera or video recorder to take, transmit, download, or upload any business- or City- related photos or videos to City computers, personal computers and social networking or video sites without first securing written permission from their Department Manager as well as an authorized member of City management if applicable. Banned photos and videos include, but are not limited to, the following:
  - (1) “funny,” embarrassing, or unprofessional images of City employees, executives, customers, suppliers or other third parties;
  - (2) City buildings (internal and external), offices, facilities, operations, services, confidential data, and internal documents;
  - (3) City uniforms, logos, signage, trademarks, business cards, letterhead, literature, or any other printed or electronic content that can be used to identify the City or past and current employees.
- Employees are prohibited from disclosing financial information about the City without permission.
- Employees must adhere to the City’s written Personnel Policies and Procedures Handbook when using a personal social networking site or public video site. Prohibited content includes, but is not limited to, obscene, profane, adult-oriented, pornographic, harassing, discriminatory, menacing, threatening, and otherwise offensive text, art, photos, videos, graphics, cartoons, or other images and content.
- Employees may not post content or conduct activities that violates applicable local, state, or federal laws or regulations when using a personal social networking site or public video site, or a City-hosted social networking or videosite.

Violation of City’s Social Media Site policy (or any other City policy) will result in disciplinary action, up to and including termination.

## **520 [Code of Ethics](#)**

Park City employees are subject to the Code of Ethics, Title 3 of the Municipal Code and the Municipal Officers and Employees Ethics Act, [Section §10-3-1301 et seq.](#), Utah Code Annotated 1953, as amended, which establishes standards of conduct for employees to disclose actual or potential conflicts of interest between public and personal duties.

Employees are responsible for complying with the disclosure requirements for personal interest and restrictions governing the acceptance of gifts.

## **521 [Smoking](#)**

All government buildings are designated as “smoke free” under [Utah Code Section §26-38-3 as annotated](#). The City recognizes that smoking in the workplace can adversely affect employees. Accordingly, smoking is restricted inside all City facilities. Smoking includes but is not limited to: tobacco, marijuana, and e- cigarettes. Smoking outside must conform to the rules set forth in the Utah Clean Air Act. Smoking is prohibited during the operation of City equipment or while driving City vehicles. Failure to comply with this policy may result in disciplinary procedure up to and including termination.

## **522 [Consumer Reports](#)**

The City maintains the right to request consumer reports as a condition of hire, promotion or transfer when necessary, under the Fair Credit Reporting Act ([Title VI of the Consumer Credit Protection Act](#)). Consumer reports may consist of financial credit checks, criminal background checks, etc.

The City may at its discretion not extend an offer of employment, promotion or transfer to a candidate where debt history or standing may indicate financial irresponsibility for a position which requires financial honesty and aptitude.

### [The National Child Protection Act of 1993 \(NCPA\)](#)

The NCPA as amended by the Volunteers for Children Act (VCA), authorizes a state and national criminal background check to determine the fitness of an employee or volunteer with unsupervised access to children, the elderly, or individuals with disabilities. Applicants for specified full-time, part-time, seasonal, and volunteer positions in which there may be unsupervised access or exposure to children, the elderly, or individuals with disabilities, will be required to apply for a criminal history background check as a condition of employment or volunteer purposes prior to final determination of appointment. The City reserves the right to deny employment or acceptance of a volunteer position to any person convicted of, or is under pending indictment for, a crime that bears upon his/her fitness to be employed or serve as a volunteer for a position of trust over children, vulnerable adults or persons with disabilities.

Candidates for employment who are required to submit to consumer reports such as background and/or credit checks must provide written authorization to do so, and may expect the following:

- Be notified before a report is obtained.
- Be informed of the name and address of the reporting agency.
- Should information obtained on a consumer report which prohibits a candidate from obtaining a position with the City, they will be informed with a notice which will include the name, address and phone number of the consumer reporting agency, a statement that the agency supplying the report did not make the decision to take adverse action and a notice of the individual’s right to dispute the accuracy or completeness of any information furnished, and their right to an additional free report from the agency upon request within 60 days.
- Information obtained from consumer reports will be available only to those staff members who have a legitimate need. Any employee who disseminates or uses information obtained from the consumer report for purposes other than that specified

above will be subject to disciplinary action up to and including termination, and may also be subject to civil liability.

- The City also maintains the right to perform consumer reports as part of an investigation of wrongdoing and/or policy violation of any current employee if applicable and as part of an ongoing investigation.

### **523 Youth Protection**

The City has no tolerance for mistreatment of children or diminished capacity adults within the programs it administers. Staff or volunteers suspected of abuse will be removed from involvement with youth programs pending investigation. A finding of cause to believe that abuse occurred by an investigating agency shall be sufficient cause for disciplinary action up to, and including termination from employment or termination from volunteer service.

Every allegation of wrongdoing involving children shall be reported immediately to the Park City Police Department. City staff shall not take it upon themselves to investigate allegations of abuse by parents, guardians, City staff or volunteers, or any other person. City staff shall cooperate fully as necessary with investigations conducted by appropriate state agencies.

Isolated one-on-one contact between a staff member or volunteer and a child is discouraged, and should be avoided when possible or not prohibited by business need.

## **Section Six (6)**

### **PROCEDURES FOR EMPLOYEE COMPLAINTS, DISCHARGE AND TRANSFER APPEALS**

#### **6.1 Complaint Procedure**

Employees who have an issue or concern about their employment that does not involve a transfer or discharge shall have the opportunity to discuss the issue with management. The first step is a discussion of the issue or concern with the employee's immediate supervisor. If a satisfactory resolution is not reached, the employee shall have the right to pursue the issue through the organization's chain of command. If the employee does pursue the issue, it shall be his/her responsibility to inform the manager at each level of the intent to pursue resolution to the next level. The final step of this process shall be a discussion with the City Manager whose determinations shall be final.

#### **6.2 Discharge and Pre-Termination Hearing**

Only the City Manager or his/her designee may discharge a Full-Time Regular employee. Prior to being discharged, an employee shall have the right to know the reason for his/her discharge and have the opportunity to discuss the discharge with his/her Department Manager. Full-Time Regular status employees may have the opportunity to discuss their discharge with the City Manager if he/she wishes to do so.

### **6.3 Employee Transfer and Discharge Appeal Rights and Procedure**

Except as otherwise provided in [Utah Code Ann. Section §10-3-1105\(2\)](#) as amended, any employee, who is discharged, suspended for more than two days without pay, or involuntarily transferred from one position to another with less remuneration for any disciplinary reason, shall have the right to appeal the discharge, suspension without pay, or involuntary transfer to an Employee Transfer and Discharge Hearing Officer as set forth in Utah Code Ann. Sections 10-3-1105 and 10-3-1106 as amended.

Pursuant to [Utah Code Ann. Section §10-3-1105\(2\)](#), as amended, the Employee Transfer and Discharge appeal rights provided herein do not apply to the following positions:

- Finance Manager
- Accounting Manager / Treasurer Chief of Police
- Administrative Secretary
- Police Captain
- Ice Rink General Manager
- Golf Manager
- Recreation Manager
- Budget Operations Manager
- Budget Operations & Strategic Planning Director
- Chief Building Official
- Housing Manager
- Deputy Chief Building Official
- Library Director
- Planning Director
- Community Development Director
- Economic Development Manager
- Community Engagement Manager
- Transit and Transportation Director
- Information Technical & Customer Services Director
- Human Resources Director
- Public Utilities Director
- Water Engineer and/or anysuperintendents
- Water Quality Manager
- City Attorney
- Deputy City Attorney
- City Manager
- Assistant City Manager
- Emergency Manager
- City Recorder
- Executive Assistant
- City Engineer
- Transit Manager
- Assistant Manager Transit Operations

- Public Works Manager

Any other position specified in [Utah Code Ann. Section §10-3-1105\(2\)](#), as amended, including but not limited to a probationary employee of the municipality; a part-time or contract employee of the municipality; a seasonal employee of the municipality; and a student intern of the municipality.

Nothing in [Utah Code Ann. Sections §10-3-1105](#) or [§10-3-1106](#) as amended may be construed to limit a municipality's ability to define cause for an employee termination or reduction in force.

An employee to which Employee Transfer and Discharge appeal rights apply may not be discharged, suspended without pay, or involuntarily transferred to a position with less remuneration because of the employee's politics or religious belief, or incident to, or through changes, either in the elective officers, governing body, or heads of department.

Appeals to the Employee Transfer and Discharge Hearing Officer shall be taken by filing written notice of the appeal (Appendix A) with the City Recorder within ten calendar days of the discharge, suspension without pay, or involuntary transfer.

Upon the filing of the appeal, the City Recorder shall forthwith refer a copy of the same to the Hearing Officer. Upon receipt of the referral from the City Recorder, the Hearing Officer shall forthwith commence his/her investigation, take and receive evidence and fully hear and determine the matter which relates to the cause for the discharge or transfer.

The Hearing Officer shall have the power to subpoena witnesses and compel the production of evidence. The scope of the inquiry of the Hearing Officer shall be limited to determine if the City has proven the facts supporting the allegations made against the employee by substantial evidence and that the disciplinary sanction is proportionate to the alleged misconduct and consistent with discipline imposed against other similarly situated employees with appeal rights. Discovery shall be limited to that information which was actually considered in making the decision which is being appealed. The Hearing Officer is not required to follow the Utah Rules of Civil Procedure or the Utah Rules of Evidence.

The Employee shall be entitled to appear in person and to be represented by counsel (at the expense of the employee), to have a public hearing, to confront the witness whose testimony is to be considered, and to examine the evidence to be considered by the Hearing Officer.

The decision of the Hearing Officer shall be certified to the City Recorder no later than 15 days after the day on which the hearing is held. The City Recorder shall certify the decision to the employee affected, and also to the head of the department from whose order the appeal was taken.

In the event that the Hearing Officer does not uphold the discharge, or transfer, the Hearing Officer shall provide that the employee shall receive the employee's salary for the period of time which the employee is discharged or suspended without pay less any amounts the employee

earned from other employment during this period of time; or any deficiency in salary for the period during which the employee was transferred to a position of less remuneration. The employee shall be paid his salary commencing with the next working day following the certification by the City Recorder of the Hearing Officer's decision, provided that the employee, or officer, concerned reports for his assigned duties during that next working day.

A final action or order of the Hearing Officer may be reviewed by the Court of Appeals by filing with that court a petition for review within 30 days after the issuance of the final action or order of the Hearing Officer.

#### **6.4 Exit Interview**

All Full-Time Regular employees may receive an exit interview. The purpose of the interview is to gather information on improvement of the City. All terminating full-time regular employees are encouraged to meet with the Human Resources Manager for an exit interview. The purpose of this interview is to gather information to assist management in identifying areas that are satisfactory and those that need improvement. Exit interview information is not confidential and may be disclosed to the employee's manager, the Human Resources Manager and/or the City Manager.

#### **6.5 American with Disabilities Act Complaints**

The Human Resources Manager is the City's Americans with Disabilities Act (ADA) Coordinator. The ADA Coordinator coordinates the ADA compliance effort and processes complaints in the compliance with the ADA grievance procedure to ensure that qualified disabled individuals are not excluded from or denied the benefit of City programs. The procedure for handling potential ADA grievances is as follows:

- a. Complainants file verbal or written complaints with the Human Resources Manager.
- b. Complaints must include the complainant's name and address and should briefly describe the alleged ADA violation.
- c. Complainants must file their complaint within 10 days of becoming aware of the alleged ADA violation.
- d. The ADA Coordinator conducts a thorough investigation of the complaint and affords all interested persons and their representatives the opportunity to submit oral or documentary evidence relevant to the complaint.
- e. The ADA Coordinator issues a written determination as to the validity and resolution of the complaint and forwards a copy to the complainant no later than 30 days after the complaint is filed.
- f. If the complainant is dissatisfied with the resolution of the complaint, the complainant may request reconsideration. Complainants may file requests for reconsideration with the City Manager or the City Manager's designee within 10 days if issuance of the written documentation.

The rights of complainants to prompt and equitable resolution of complaints filed hereunder are not impaired by the complainant's pursuit of other remedies, such as filing of an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.

- g. The ADA Coordinator maintains City files and records relating to the filing and processing of ADA complaints.

## **Section Seven (7) EMERGENCY MANAGEMENT**

### **7.1 Employee Identification Cards and Identification/Door Key Fob Cards**

Employee ID cards provide a means of quickly identifying PCMC employees and elected officials and the capacity in which they serve the City. This identification will be used for security purposes in the event of a citywide emergency or disaster situation. The identification system may also be used as a means of identification for daily operations, building and/or restricted area access, including Vendors. All questions and requests concerning ID Card and/or ID/Fob Cards should be addressed to [idcards@parkcity.org](mailto:idcards@parkcity.org).

All PCMC employees, elected or appointed officials, volunteers and vendors who work in City buildings, are required to have a PCMC ID card while on duty and visibly displayed by the employee on a lanyard or clip. An ID card is for the sole use of the employee or vendor and may not be shared or loaned.

Any lanyard used for ID cards must be of a break-away variety. For job positions where a visible ID on a lanyard or clip may pose a safety threat, the department manager may exempt that position from visibly displaying an employee ID; however, the employee is not exempt from having their City ID card in their possession while on duty.

Elected Officials and designated personnel will also be issued an additional ID card that will grant them access to the Emergency Operations Center (EOC) should their presence be requested or required.

Employees are required to show their ID Card to any Park City Police Officer upon request.

#### **a. ID Card Description**

The ID cards are color coded to assist in easy identification of the employee and capacity in which they serve the City. Color coded ID cards will be issued to:

- Elected Official (green)
- Management Team (orange)
- Full-time Regular, including FT Contract (blue)
- Part-time or Seasonal (yellow)
- Volunteer (purple)
- City Approved Vendor (black)

- Solicitor (orange) –Handled by the Finance Dept.
- EOC- (red) One card will clearly identify elected officials, limited key employees and outside agencies that in the event of an emergency/disaster will have access to restricted areas including but not limited to the Emergency Operations Center (EOC). The City Manager or his/her designee will determine the necessity and/or revocation of Emergency Operations Center (EOC) identifications.
- EOC Media (pink)

Cards will contain the following information on front;

- PCMC name and logo
- Employee's photo - renewed every 4 years. [some vendor cards do not include a photo]
- Employee legal first and last name
- Employee department (certain positions will have a title instead of a department)
- Employee ID number - unique number, never repeated  
[some vendor and volunteer cards do not have a number]
- Card expiration date
- Phone number to call to verify card validity
- Color code to indicate employment status

Cards will contain the following information on back:

- PCMC identification
- Return address and phone number in case card is found
- Employee signature
- Color code bar to indicate employment status
- Employee emergency hotline phone number [removed for vendor cards]

#### **b. Procedure**

All new and rehired employees will obtain an identification card during the hiring process. They must have their picture taken within 5 (five) days of employment. Photos may be taken in departments by employees designated to do so or at the City Hall Front Desk – 445 Marsac. Photos must match ID Card photo standards.

All identification cards will have an expiration date and will be renewed bi-annually. Employee photos will only be updated every four (4) years.

- Seasonal employee cards will expire at the end of the designated season in which they were hired.
- Contract employees will expire at the end of their contract.
- Full-time Regular and FT Contract employee cards are replaced on odd numbered years.
- Part-time employee cards are replaced on even numbered years.
- Vendor or Lessee cards expire at the end of their contract.

Identification cards are PCMC property. Identification cards must be returned to the City in the event an employee leaves under any employment circumstance. In the event of a lost, stolen or

damaged identification card, employees must notify their supervisor immediately, who will notify [IDCards@parkcity.org](mailto:IDCards@parkcity.org) (5123 if after hours, weekends or holidays), so the card can be deactivated and/or replaced. There is no cost for the replacement card in the event of a lost or damaged card, unless the employee requires more than one replacement per year.

Replacements of greater than one per year may cost the employee \$25.00 each.

Employees and Vendors must sign the appropriate Human Resources Form for each card acknowledging receipt and basic rules concerning the card.

### **c. Identification (ID)/Key Fob cards**

ID/Fob cards look just like a regular ID card with the exception that imbedded in the card is an electronic key used to open city facility doors as authorized for that employee. Each card is programmed to allow access on the days and times to the doors authorized by that Department's Manager. An ID/Fob card has the same policy and procedure requirements as outlined above for a standard ID card.

Both authorized and unauthorized FOB/ID transactions are recorded for auditing purposes. Like a standard ID card,

In the event an ID/Fob card stops working, an employee should contact their supervisor who can make arrangements to trouble shoot the problem by emailing [idcards@parkcity.org](mailto:idcards@parkcity.org) with the details of the problem, including employee name, department, what times and/or doors the card is not working with.

An ID/Fob card may not be given or loaned to anyone and is for the sole use of the designated employee or vendor. Failure to follow this ID/ Fob card policy may include disciplinary action up to and including termination.

### **d. Information Availability**

The following exhibits are available to authorized users on the H: drive in the ID Cards and Photo File

- Exhibit A – ID Card and ID-Fob Card Photo Rules & Tips
- Exhibit B –Card Maker Instructions
- Exhibit C –Security and Auditing Procedures

## **7.2 Emergency Work Requirements**

In the event of a City emergency, employees (including part-time, seasonal and contract employees) will be required to report to work as soon as possible unless they are medically unable to do so. PCMC will collaborate with the Red Cross and other agencies to make every effort to provide services for employees' family and pets. Failure to contact PCMC as outlined in section [4.11 Absences & Tardiness](#) may result in termination.

A dedicated "Emergency Hot Line" number of 888-894-7275 (888-894-PARK) will be activated during emergencies. Employees can call this number and get information about the overall

status of the City situation and about their work assignments. Employees will also have the ability to leave a message about their personal situation if they are unable to report for work.

Depending on the gravity and extent of the emergency situations, the City Manager has the authority to temporarily suspend any or all time off requests (vacation, holiday, etc.) Suspended time off will not be lost but will postponed to a later date.

Flexibility will be important and normal work schedules and/or the department they normally work in may be altered in order to reassign employees where their qualifications and skills will be most beneficial to the City and its residents.

**Work Location:** The first place where employees should report for work is at their normal workplace. If the normal place of work is damaged or inaccessible, employees must report to a secondary rally point, which is the Public Works Complex at 1053 Iron horse or if that location is damaged or inaccessible, report to the Quinn’s Recreation fields. There will be assigned staff at the rally point to collect and dispense information and provide personal assistance. There will also be an information board for employees to communicate with their fellow co-workers.

During an emergency event where employees do not have any means of transportation, they are directed to call the “Emergency Hot Line” for information about possible shuttle service. PCMC will try to arrange shuttle service at defined times and locations in the greater Park City area to assist employees in their commute to and from work, if possible.

### [7.3 NIMS \(National Incident Management System\) Training](#)

Mandatory NIMS training requirements, as outlined in job descriptions, the Comprehensive Emergency Management Plan (CEMP) and/or by departments, must be completed within six (6) months from an employee’s date of hire. The City Manager may extend that deadline on a case by case basis depending on the job description up to one year.

### [7.4 Other Emergency Management Policies](#)

The PCMC Administrative Policy & Procedure (AP&P) Manual has a number of additional policies that are Emergency Management related and are key to the City’s and the City’s staff’s ability to respond to emergencies and disasters. Employees should be familiar with these additional policies which can be found in *Section 7 Emergency Planning* of [The Administrative Policy & Procedures Manual](#). These policies include:

- Assigned Emergency Equipment Policy
- AED – Automated External Defibrillators – Early Defibrillation Policy
- Blood Borne Pathogens Exposure Control Policy
- Comprehensive Emergency Management Plan (CEMP)
- Departmental Closures Due to Emergencies and/or Severe Weather Policy
- Emergency Manager Notification Policy
- Emergency Evacuation of City Facilities Policy
- Non-Punitive Sick-Leave During an Emergency or Pandemic Policy

Policy and Procedures for the Use of the Park City Alert – Emergency Mass Notification Systems (EMNS)

Use of the 1700 AM Highway Advisory Radio System Policy Shelter-in-Place within City Facilities Policy

“Top” Half Fuel Policy

Utilization and Access of Building Closed Circuit Video Systems (CCVS)