

## POSITION DESCRIPTION

This position description serves as the official classification document of record for this position. Please complete the information as accurately as you can as the position description is used to determine the proper classification of the position.

<b>2. Employee's Name (Last, First, M.I.)</b>	<b>8. Department/Agency</b> TECH, MGMT AND BUDGET - MB
<b>3. Employee Identification Number</b>	<b>9. Bureau (Institution, Board, or Commission)</b> State Facilities Administration
<b>4. Civil Service Position Code Description</b> Building Trades Supervisor-2	<b>10. Division</b> Building Operations
<b>5. Working Title (What the agency calls the position)</b> Building Trades Supervisor	<b>11. Section</b> Bldg. Automation and Specialty Services
<b>6. Name and Position Code Description of Direct Supervisor</b> WELLER, ROBERT H; DEPARTMENTAL MANAGER-3	<b>12. Unit</b> Fire & Safety Services
<b>7. Name and Position Code Description of Second Level Supervisor</b> KIMBALL, ARTHUR; STATE ADMINISTRATIVE MANAGER-1	<b>13. Work Location (City and Address)/Hours of Work</b> Stevens T Mason Bldg. 530 W. Allegan St. Lansing, MI / 8:00 – 5:00, Mon – Fri, or some variation

**14. General Summary of Function/Purpose of Position**

Functions as a first-line supervisor coordinating and directing the work of subordinate trades staff in a complex work area. This position oversees a crew of multiple skilled trades persons and assists in supervising the operations of state occupied buildings. Responsibilities include coordination, direction and scheduling of labor and trades personnel and their work relating to the repair and maintenance of state owned and operated facilities. Oversees the safe use of equipment and materials, inspect work, equipment and tools to ensure compliance with codes, guidelines and safety standards. Selects and assigns staff and ensures proper labor relations and conditions of employment are maintained. Ensures proper completion and documentation of preventative maintenance in CMMS. Ensures proper collection of equipment information and operating conditions. Manages storage and integrity of electronic data\*. Ensures proper analysis of data and use of data to maximize energy efficiencies and equipment longevity while minimizing downtime. The employee will provide customer service with courtesy, respect and attention to detail, work cooperatively with staff, and assure all staff are customer service oriented, expressing a positive and helpful outcome to projects and during daily interaction with tenants. Assumes Facilities Supervisor's duties during his/her absence. Assigned budget for construction projects ranges from \$15,000 - \$35,000 based on scope, financial benefit to customers. This position oversees Electricians and Maintenance Mechanics who install, maintain, and repair building fire detection, fire suppression, and electrical distribution systems in the 46 DTMB owned / managed buildings exceeding 12,000,000 sq ft.

\*Relating to commercial buildings/equipment and conditions.

**15. Please describe the assigned duties, percent of time spent performing each duty, and what is done to complete each duty.**

**List the duties from most important to least important. The total percentage of all duties performed must equal 100 percent.**

**Duty 1**

**General Summary:**

**Percentage: 30**

Provides immediate supervision of building maintenance crews comprised of electricians, mechanics and other skilled/semi-skilled labor and trades personnel in the HVAC/energy control, preventative maintenance, repair and renovation of state owned and operated facilities

**Individual tasks related to the duty:**

- Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion
- Approves sick and annual leave
- Prepare and process any documents required for staff payroll and inter-account billing
- Evaluates and verifies employee performance through review of completed work assignments and work techniques
- Assists in the development, revision and implementation of Operations goals and processes for performance management, preventative maintenance and continuous quality improvement
- Authorizes and approves credit card purchases
- Identifies staff development and training needs and ensures that training is obtained
- Maintains disciplinary program including counseling, written reprimands and service ratings
- Works with the computerized maintenance management system (CMMS) to ensure preventative and corrective maintenance tasks are performed and documented
- Distributes work order assignments daily
- Aware of staff location at all times

**Duty 2**

**General Summary:**

**Percentage: 20**

Requisitions materials, inspects work and ensures compliance with contracts and building codes and standards

**Individual tasks related to the duty:**

- Requisitions all materials, supplies and tools for work to be completed in state owned facilities
- Conducts and documents regular inspections of all physical plant areas and equipment
- Inspects completed work to ensure repairs and maintenance tasks were performed in an acceptable manner
- Initiates, maintains and checks the effectiveness of a preventative maintenance program to minimize building systems and equipment down time
- Become familiar with and be able to use CMMS
- Perform regularly scheduled inspections to ensure contract compliance in the following areas: janitorial, security, lawn maintenance, snow removal, recycling, rubbish removal, window washing, modular furniture (installation, modification and repair), HVAC (systems maintenance and water treatment) and special contracts as required for building maintenance, improvement and modification
- Documentation and recordkeeping of any contract deficiencies for the purpose of correcting said deficiencies or, if needed, contract termination
- Advise Facilities Supervisor when contract deficiencies are found and/or if there are changes needed to any existing contracts
- Assist with the development of bid documents for any new contracts or for the purpose of changing an existing contract
- Process payments for contracts services received and process correct paperwork to bill tenant agencies for special services projects under State Facilities Administration control and provided by State Facilities Administration or an outside contractor
- Inspects all maintenance and electrical projects for conformity to standards and compliance with specifications and codes by visual observation using gauges, meters or other measuring devices as required
- Maintains records of all work performed and initiates reports to upper management as required

**Duty 3**

**General Summary:**

**Percentage: 20**

Provides excellent service to internal and external customers

**Individual tasks related to the duty:**

- Assist in conducting quarterly tenant relation meetings
- Maintain a sufficient knowledge of Civil Service rules, State Facilities Administration policies and procedures, and other guidelines as required to provide the highest quality of service and the ability to answer tenant questions, as well as enforce the applicable guidelines, policies and procedures
- Be readily available to tenants, visitors and others to identify and resolve building concerns, problems, hazards, and fulfill needs dictated by those issues
- Understand the Building Occupancy Agreement, how it applies to tenant agencies and what is required from both to meet the agreement
- Respond to written documents from tenants, visitors, contractors and others in a professional manner
- Assist in the maintenance of an easy-to-use filing system allowing the storage and retrieval of all building related information and correspondence
- Fulfill the duties of the Facilities Supervisor 14 as required
- Work closely with the Facilities Supervisor 14 in all areas to maintain a working knowledge of day-to-day events as well as long term goals to ensure the ability to perform the duties of the Facilities Supervisor 14 as required in his/her absence while maintaining a consistent, courteous and professional image to the customer

**Duty 4**

**General Summary:****Percentage:** 10

Plans and develops new approaches to project management relating to HVAC/energy control, structural, electrical or mechanical needs in state owned and operated facilities

**Individual tasks related to the duty:**

- Prepares estimates of time and materials required for maintenance, HVAC/energy control and electrical projects
- Assists in establishing project priorities, obtaining contractual cost estimates and Capital Outlay requests for initiation of necessary procurement forms to ensure supplies and materials are available by projected starting dates
- Reviews building needs for structural, electrical or mechanical renovations and improvements
- Assists in the planning and development of new methods and approaches to project management that would reduce costs and improve employee productivity
- Makes sketches and/or drawings to convey ideas, problems and solutions to labor and trades personnel and upper management
- Reads and interprets blueprints and schematics
- Provides training and develops plans and schedules for using computerized laser alignment, vibration analysis and electrical motor analysis equipment
- Provides training and develops plans and schedules for using of infrared thermography equipment and data
- Evaluates data and test results to provide corrective action recommendations

**Duty 5****General Summary:****Percentage:** 10

Uses the computerized maintenance management system (CMMS)

**Individual tasks related to the duty:**

- Check work orders daily using the CMMS
- Close out work orders using the CMMS
- Enters critical work data into CMMS in an accurate and concise manner
- Coach and mentor staff in CMMS entry and use
- Enter data into CMMS for follow-up work orders

**Duty 6****General Summary:****Percentage:** 5

Participate in construction partnering

**Individual tasks related to the duty:**

- Attend meetings for and participates in projects related to the assigned zone
- Provide input at the design stage and plan review
- Participate and takes ownership in the total project through construction and commissioning

**Duty 7****General Summary:****Percentage:** 5

Health and Safety and other related duties as assigned, appropriate to the classification

**Individual tasks related to the duty:**

- Maintain an adequate knowledge of ADA, Life Safety, Fire Codes, DTMB Health and Safety policies and Right to Know policies and how they apply to DTMB operated facilities, tenants, visitors and contractors
- Enforce all DTMB/State Facilities Administration safety policies and procedures
- Participate in all management required safety training
- Participate and supports all safety-related issues as presented by the supervisor, MIOSHA or DTMB Health and Safety
- Carries State-issued cell phone to respond to building emergencies 24 hours per day, 7 days per week to ensure proper procedures are followed to protect tenants, visitors, contractors, staff and State property and equipment
- Other related duties as assigned

**16. Describe the types of decisions made independently in this position and tell who or what is affected by those decisions.**

- Independent decisions and personal initiative necessary to determine how work assignments can be most efficiently completed. Scheduling staff to meet established time frames and approval of employee leave requests
- Preventative maintenance and other work prioritization and scheduling – when it will be done, who will do it and the proper procedure for the equipment involved. Customers, clients and visitors could ultimately be affected by maintenance related decisions

**17. Describe the types of decisions that require the supervisor's review.**

- Responding to information requests of a sensitive nature
- When further guidance and/or information is required before exercising personal judgment
- Overtime approval, prioritization of major expenditures for building repairs or maintenance, annual leave usage, disciplinary actions and requests for services received from tenant agencies

18. What kind of physical effort is used to perform this job? What environmental conditions in this position physically exposed to on the job? Indicate the amount of time and intensity of each activity and condition. Refer to instructions.

The job duties require an employee to bend, stoop, reach or stand extended periods

The job duties require an employee to climb ladders, standing, walking, lifting and bending

Sitting at a computer terminal

Must be able to travel by automobile to attend meetings, program locations, or other work-related activities.

Ability to make field review of various work sites, as required

Strenuous physical effort 10% of the time, medium to low physical effort 90% of the time

Exposure to extreme cold conditions during the snow removal season

Noise and dusty conditions could also be present 20% of the time

19. List the names and position code descriptions of each classified employee whom this position immediately supervises or oversees on a full-time, on-going basis.

NAME	CLASS TITLE	NAME	CLASS TITLE
BERGEON, DAVID	ELECTRICIAN MASTER LICENSD-A 11	DAMICO, MICHAEL B	MAINTENANCE MECHANIC-E E9
GIBIS, MICHAEL T	ELECTRICIAN MASTER LICENSD-E E10	THELEN, MICHAEL M	ELECTRICIAN MASTER LICENSD-A 11
VACANT	ELECTRICIAN MASTER LICENSD-E	VACANT	MAINTENANCE MECHANIC-E

Additional Subordinates

20. This position's responsibilities for the above-listed employees includes the following (check as many as apply):

<input checked="" type="checkbox"/> Complete and sign service ratings.	<input checked="" type="checkbox"/> Assign work.
<input checked="" type="checkbox"/> Provide formal written counseling.	<input checked="" type="checkbox"/> Approve work.
<input checked="" type="checkbox"/> Approve leave requests.	<input checked="" type="checkbox"/> Review work.
<input checked="" type="checkbox"/> Approve time and attendance.	<input checked="" type="checkbox"/> Provide guidance on work methods.
<input checked="" type="checkbox"/> Orally reprimand.	<input checked="" type="checkbox"/> Train employees in the work.

22. Do you agree with the responses for items 1 through 20? If not, which items do you disagree with and why?

Yes.

23. What are the essential functions of this position?

- Provide prompt and efficient customer service
- Provide immediate supervision of building maintenance crews comprised of journeyman level electricians, mechanics and other skilled/semi-skilled labor and trades personnel in preventative maintenance, repair and renovation of state owned and operated facilities
- Prepare and processes bid documents, requisitions and orders materials to complete building repairs and modifications
- Plan and develop new approaches to project management relating to structural, electrical or mechanical needs in state owned facilities
- Responsible for conformity of maintenance and construction projects to ensure compliance with building codes and standards

Assume Facilities Supervisor 14's duties during his/her absence

24. Indicate specifically how the position's duties and responsibilities have changed since the position was last reviewed.

New.

25. What is the function of the work area and how does this position fit into that function?

The function of the work unit is to provide a safe, comfortable and cost-effective facility to allow our customers to provide their designated services to the people of the State of Michigan, and to provide maintenance and construction services on buildings to preserve the investment of the State of Michigan, DTMB. This position functions as a Building Trades Supervisor 12. Responsibilities include coordination, direction and scheduling of labor and trades personnel and their work relating to the repair and maintenance of state owned and operated facilities. Oversees the safe use of equipment and materials, inspects jobs, equipment and tools to ensure compliance with codes, guidelines and safety standards. Selects and assigns staff and ensures proper labor relations and conditions of employment are maintained.

**26. What are the minimum education and experience qualifications needed to perform the essential functions of this position.**

**EDUCATION:**

Education typically acquired through completion of high school.

**EXPERIENCE:**

**Building Trades Supervisor 12**

Three years of experience equivalent to the experienced level in a recognized skilled trade or two years of experience equivalent to a crew leader in a recognized skilled trade or one year equivalent to a Building Trades Supervisor 11.

**KNOWLEDGE, SKILLS, AND ABILITIES:**

Knowledge of:

- supervisory techniques, employee policies and procedures.
- construction methods, occupational hazards and safety precautions of the building trades.
- training and supervisory practices, policies and procedures.
- equal employment opportunity policies and procedures.
- employee policies and procedures.
- labor relations and appropriate labor contracts.
- standard methods, practices, tools, and equipment of the various building trades.

Skill in the use of the tools and equipment of the construction and maintenance trades.

Ability to:

- work from sketches, blueprints, and manuals
- work with sketches, blueprints and communicate with clients and customers.
- monitor and evaluate programs and organizational performance in order to assess efficiency and effectiveness.
- instruct and supervise employees and others
- plan and design projects

**CERTIFICATES, LICENSES, REGISTRATIONS:**

N/A

*NOTE: Civil Service approval does not constitute agreement with or acceptance of the desired qualifications of this position.*

***I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.***

---

Supervisor

---

Date

**TO BE FILLED OUT BY APPOINTING AUTHORITY**

Indicate any exceptions or additions to the statements of employee or supervisors.

N/A

***I certify that the entries on these pages are accurate and complete.***

MICHAELA FABUS-MAIN

12/17/2025

Appointing Authority

Date

***I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.***

Employee

Date