



## **BOARD OF SUPERVISORS AGENDA ITEM REPORT**

**Requested Board Meeting Date:** August 17, 2020

**Title:** Classification and Compensation Matters - New Job Classifications

### **Introduction/Background:**

A new job classification series was requested by the Executive Director of the Pima County Wireless Integrated Network (PCWIN) Department that better defines the work being performed within the department. The current job classifications used for these roles are Information Technology Department (ITD) job classifications that are more specific to information technology processes/work functions.

### **Discussion:**

Although the PCWIN department has been able to function using the ITD job classifications, the new job classification series will allow the department to more accurately define the roles of land mobile radio systems analyst which will enhance their ability to recruit for positions and provide a clear path for employee growth and development. The new job classifications will allow the department to recruit for candidates with more appropriate experience and better define the work expected of current employees.

### **Conclusion:**

This proposed new land mobile radio systems analyst job classification series will provide a more accurate description of work assigned to positions within the department and the requisite qualification necessary to be successful in these positions.

### **Recommendation:**

It is recommended that the following job classifications be approved for use within the County's Classification System:

Class Code 4010, Class Title Land Mobile Radio Analyst, Salary Grade 56, Salary Range \$54,600 - \$81,931 EEO Code 2 (Professionals), FLSA Exempt (not paid overtime).

Class Code 4012, Class Title Land Mobile Radio Analyst - Senior, Salary Grade 58, Salary Range \$57,241 - \$85,176 EEO Code 2 (Professionals), FLSA Exempt (not paid overtime).

Class Code 4014, Class Title Land Mobile Radio Analyst Supervisor, Salary Grade 62, Salary Range \$63,003 - \$93,704 EEO Code 2 (Professionals), FLSA Exempt (not paid overtime).

Class Code 4016, Class Title Wireless Services Manager, Salary Grade 66, Salary Range \$69,326 - \$103,126 EEO Code 2 (Professionals), FLSA Exempt (not paid overtime).

### **Fiscal Impact:**

The creation of this new job classification series has no immediate cost impact to the County as any additional costs incurred in hiring positions allocated to this job classification series will be borne by the department from within its current budget. Cost impact in future budget years will be planned for by the department through the County's normal budget process.

### **Board of Supervisor District:**

☐ 1      ☐ 2      ☐ 3      ☐ 4      ☐ 5      ☐ All

Department: Human Resources

Telephone: 724-2732

Contact: Colin Smith

Telephone: 724-8111

Department Director Signature/Date: \_\_\_\_\_

*[Signature]* 7/20/2020

Deputy County Administrator Signature/Date: \_\_\_\_\_

*[Signature]* 7/21/2020

County Administrator Signature/Date: \_\_\_\_\_

*[Signature]* 7/21/20

Date: June 25, 2020

To: Rick Brown, Executive Director  
Pima County Wireless Integrated Network

From: Cathy Bohland, Director  
Human Resources

**Re: Grade/Salary Range Recommendations for Proposed New Job Classifications**

As part of the development process for the newly proposed Land Mobile Radio Systems job classification series, the Human Resources Classification and Compensation team has conducted a salary study to determine the market salary ranges of similar positions. Based on our review of external market data for similar functioning positions/job classifications, we recommend the following salary/grade ranges for the proposed new job classifications:

Class Code	Proposed New Job Classification Title	Proposed Salary Grade/Range	FLSA
4010	Land Mobile Radio Systems Analyst	56 (\$54,600 - \$81,931)	E*
4012	Land Mobile Radio Systems Analyst – Senior	58 (\$57,241 - \$85,176)	E*
4014	Land Mobile Radio Systems Analyst Supervisor	62 (\$63,003 - \$93,704)	E*
4016	Wireless Services Manager	66 (\$69,326 - \$103,126)	E*

\*Exempt – Not Paid Overtime

If you concur with the proposed grade/salary range recommendations, please sign below and return this document as soon as possible to the Classification/Compensation Division of Human Resources. Please note: All new job classifications are required to go before the Board of Supervisors for final approval. If you have any questions regarding this matter, please contact Tracy Bissell, Human Resources Supervisor at 724-8467.

I concur with the grade/salary range recommendations for the proposed new job classification series.

Signature: 

Date: 6-29-2020

CB:lr

*Code: 4010*

*Title: LAND MOBILE RADIO SYSTEMS ANALYST*

**SUMMARY:** Configures, deploys, trouble shoots and maintains public safety radios, radio software, management systems and associated peripherals infrastructure following generally defined procedures and practices for customers of the Pima County Wireless Integrated Network, both internal and external.

**DUTIES/RESPONSIBILITIES:** (Work assignments may vary depending on the department's needs and will be communicated to the applicant or incumbent by the supervisor.)

Configures, deploys, trouble shoots and maintains public safety radios, radio software, management systems and associated peripherals infrastructure;

Participates in the daily operations of the PCWIN Land Mobile Radio (LMR) systems;

Answers user inquiries regarding radio operations or hardware operation to resolve problems;

Troubleshoots and resolves complicated issues within the customer radios and affiliated software and hardware environment;

Configures custom servers and software that are used to troubleshoot and program radios;

Uses network management tools to monitor performance and ensures proper operation of the PCWIN system;

Installs and configures mobile radios in a variety of vehicles, including firetrucks, ambulances, and police vehicles;

Maintains records of daily work order and workflow transactions, problems and remedial actions taken using MCM Technologies CommSHOP Asset Management and Workorder software;

Manages databases utilizing Microsoft SQL including adding, deleting, and modifying records as well as assisting the vendor with database upgrades and configurations;

Reads and interprets technical manuals, confers with users, and conducts Motorola Radio Service Software (MRSS) computer diagnostics to investigate and resolve problems or to provide technical assistance and support;

Refers tickets to LMR Systems Analyst Senior staff that require advance troubleshooting and root-cause analysis;

Prepares training material and trains users in the proper use of radio hardware or software;

Confers with staff, users, and management to establish requirements for new systems or modifications;

Provides liaison and coordination of communications activities with county departments, other government and private agencies and contractors;

Identifies user equipment requirements, equipment installation location, coordinates construction, and monitors the project changes, costs and payments;

Identifies and investigates operational and procedural problems, analyzes data and recommends corrective actions to management and staff;

Manages facility and field inventory of buildings, towers, cabling, generators, radio and network equipment and parts at multiple radio and dispatch sites;

Reviews and evaluates facility telecommunication plans, equipment specifications and performance requirements;

Makes recommendations for telecommunication equipment specifications, cost and equipment purchases;

Prepares documentation and updates manuals, procedure requirements and equipment operations;

Verifies and processes documents, maintains records, prepares memos, letters and other written communications;

May climb elevated platforms and radio towers to adjust, troubleshoot, repair and/or maintain a variety of equipment.



KNOWLEDGE & SKILLS:

Knowledge of:

- wireless communications equipment such as fixed, portable and mobile radio devices, dispatch console equipment, as well as related radio system and remote site control equipment;
- knowledge of FCC rules, regulations and technical standards, IP networking and microwave technologies;
- best general practices for providing customer service;
- Federal Communications Commission (FCC) regulations pertaining to telecommunications systems;
- application of automated information systems including computer-aided drafting equipment and graphic interface software;
- principles and techniques of project management;
- principles and techniques of developing cost estimates.

Skill in:

- independent thinking and troubleshooting of complex issues in a Public Safety Land Mobile Radio environment;
- desktop or other operating systems and affiliated software components, services, protocols and technologies;
- written, verbal, and interpersonal communications;
- use of Learning Management Systems;
- analyzing and documenting complex radio issues;
- working independently and as a team member;
- planning, organizing and coordinating technical installation and operations of telecommunication systems;
- coordinating and supervising assigned land mobile radio related projects;
- developing telecommunication technical specifications and written communications;
- reviewing and evaluating telecommunication operation procedures, personnel and equipment performance;
- establishing and maintaining effective working relationships.

MINIMUM QUALIFICATIONS:

EITHER

(1) A Bachelor's degree from an accredited college, university or technical trade school with a major in computer science, computer engineering, management information systems (MIS), or a closely related field as determined by the appointing authority at the time of recruitment.

(Relevant work experience and/or education from an accredited college or university or technical school may be substituted.)

OR

(2) Four years of experience working in a radio shop that supports a medium to large enterprise radio communications system, which includes three years configuring, monitoring, and managing networking equipment such as routers and switches.

Licenses and Certificates: All positions require an Electronic Technicians Association General Communications Technician – Level 1 (ETA GCT 1) certification or the ability to obtain the certification within 24 months of appointment. Some positions may be required to successfully complete an industry

recognized tower climbing safety and rescue course. All positions require a valid Arizona Class D driver license at the time of application. Failure to maintain the required licensure shall be grounds for termination.

Special Notice Items: Some positions will be required to work rotating shifts which includes days, evenings, nights, weekends and holidays. Some positions may require satisfactory completion of a personal background investigation, polygraph examination and/or pre/post-appointment drug-testing by law enforcement agencies due to need for access to law enforcement, corrections or court facilities, property and associated confidential and sensitive information, documents, communications, and databases.

Physical/Sensory Requirements: Must be able to lift 50 pounds. Some positions require lifting equipment, climbing, working on towers, elevated or below grade platforms. All positions require the ability to identify industry standard color-coding of electrical wiring and components. Additional physical and sensory abilities will be determined by the position.

This classification specification is intended to indicate the basic nature of positions allocated to the classification and examples of typical duties that may be assigned. It does not imply that all positions within the classification perform all of the duties listed, nor does it necessarily list all possible duties that may be assigned.

Pima County

Proposed July 2020

Code: 4012

Title: LAND MOBILE RADIO SYSTEMS ANALYST – SENIOR

SUMMARY: Develops, coordinates and maintains Land Mobile Radio (LMR) and microwave computing and communications hardware, software and associated infrastructure. Creates documentation, procedures and practices according to Pima County Wireless Integrated Network (PCWIN) business plan and governance documents. Leads staff and provides technical assistance to PCWIN agency users. Answers questions to resolve subscriber, dispatch and site infrastructure problems for clients in person, via telephone or electronically. This classification is distinguished from the LMR Systems Analyst classification by its team lead responsibilities.

DUTIES/RESPONSIBILITIES: (Work assignments may vary depending on the department's needs and will be communicated to the applicant or incumbent by the supervisor.)

Leads other PCWIN staff in troubleshooting and resolution of complex subscriber and infrastructure radio communications hardware and microwave infrastructure;

Leads PCWIN staff and various vendors on upgrade and maintenance projects;

Monitors radio and microwave management systems and takes appropriate action to resolve alarms and faults;

Answers user inquiries regarding radio operations or hardware operation to resolve problems;

Observes system functioning to verify correct operations and detect errors;

Sets up equipment, monitors performance and ensures proper operation of the PCWIN operating system;

Maintains and aligns between six and twelve Flood Control radios using spectrum analyzers and other appropriate radio frequency and tuning equipment to ensure radios are within specifications;

Installs and performs mobile radio repairs following industry installation specifications;

Maintains records of daily data communication transactions, problems and remedial actions taken using MCM Technologies CommSHOP Asset Management software;

Manages databases utilizing Microsoft SQL including adding, deleting, and modifying records as well as assisting the vendor with database upgrades and configurations;

Manages facility and field inventory of buildings, towers, cabling, generators, radio and network equipment and parts at multiple radio and dispatch sites;

Reads and interprets technical manuals, confers with users, and conducts Motorola Radio Service Software (MRSS) computer diagnostics to investigate and resolve problems or to provide technical assistance and support;

Prepares training material and trains users in the proper use of radio hardware or software;

Confers with staff, users, and management to establish requirements for new systems or modifications;

Provides Tier II advance support regarding subscriber and radio infrastructure hardware operation to resolve problems;

Simulates or recreates user problems to resolve operating difficulties;

Develops training materials and procedures and trains users in the proper use of radio or dispatch center equipment;

Maintains knowledgebase on all relevant end user issues and resolutions;

Provides advanced work order analysis and support functions to include evaluating, processing/resolving and tracking of Tier II work order tickets;

Troubleshoots issues to improve effective utilization of the application through problem identification, root-cause analysis, and short term and long term solutions;

Acts as a senior resource for all support services and assists customer service staff and serves as second level support for mobile devices and executive customers;

Creates documentation and training material, mentors junior staff, and serves as an escalation and knowledge point for other staff;  
Documents all troubleshooting and steps within the work management ticketing system;  
Creates daily and weekly LMR maintenance plans;  
Reviews staff documentation of troubleshooting steps within the work management ticketing system;  
Confirms that staff recognizes and follows department, county, state and federal mandated policies;  
Obtains the appropriate Return Merchandise Authorization (RMA), packages, and ships equipment using approved vendors;  
May climb elevated platforms and radio towers to adjust, troubleshoot, repair and/or maintain equipment.

#### KNOWLEDGE & SKILLS:

##### Knowledge of:

- wireless communications equipment such as fixed, portable and mobile radio devices, dispatch console equipment, as well as related radio system and remote site control equipment;
- knowledge of FCC rules, regulations and technical standards;
- vendor commercial applications interfaced into radio and microwave communication systems
- knowledge of IP networking and microwave technologies;
- best general practices for providing customer service;
- application of automated information systems including computer-aided drafting equipment and graphic interface software;
- principles and techniques of project management;
- principles and techniques of developing cost estimates.

##### Skill in:

- independent thinking and troubleshooting of complex issues in a Public Safety Land Mobile Radio setting.
- written, verbal, and interpersonal communications;
- use of Learning Management Systems;
- analyzing and documenting complex radio and microwave issues;
- working independently and as a team member;
- planning, organizing and coordinating technical installation and operations of telecommunication systems;
- coordinating and supervising assigned telecommunication projects;
- developing telecommunication technical specifications and written communications;
- reviewing and evaluating telecommunication operation procedures, personnel and equipment performance;
- leading individual employees and work teams.

#### MINIMUM QUALIFICATIONS:

EITHER

(1) A Bachelor's degree from an accredited college, university or technical trade school with a major in computer science, computer engineering, management information systems (MIS), or a closely related field as determined by the appointing authority at the time of recruitment and two years of experience configuring, monitoring, and managing networking equipment such as routers and switches.

(Relevant work experience and/or education from an accredited college or university or technical school may be substituted.)

OR



(2) Six years of experience working in radio shop that supports a medium to large enterprise radio communications system, which includes four years configuring, monitoring, and managing networking equipment such as routers and switches.

OTHER REQUIREMENTS:

Licenses and Certificates: All positions require at least two of the following: Electronic Technicians Association General Communications Technician – Level 1 (ETA GCT 1), Electronic Technicians Association General Communications Technician – Level 2 (ETA GCT 2), a Nokia Network Routing Specialist 1 (NRS 1), Cisco Certified Network Associate (CCNA), or a CompTIA Network+ certification or the ability to obtain the certifications within 24 months of appointment. Some positions may be required to successfully complete an industry-recognized tower climbing safety and rescue course. All positions require a valid Arizona Class D driver license at the time of application. Failure to obtain/maintain the required certification/coursework/licensure shall be grounds for termination.

Special Notice Items: Some positions will be required to work rotating shifts which includes days, evenings, nights, weekends and holidays. Some positions may require satisfactory completion of a personal background investigation, polygraph examination and/or pre/post-appointment drug-testing by law enforcement agencies due to need for access to law enforcement, corrections or court facilities, property and associated confidential and sensitive information, documents, communications, and databases.

Physical/Sensory Requirements: Must be able to lift 50 pounds. Some positions require lifting equipment, climbing, working on towers, elevated or below grade platforms. All positions require the ability to identify industry standard color-coding of electrical wiring and components. Additional physical and sensory abilities will be determined by position.

This class specification is intended to indicate the basic nature of positions allocated to the class and examples of typical duties that may be assigned. It does not imply that all positions within the class perform all of the duties listed, nor does it necessarily list all possible duties that may be assigned.



Code: 4014

Title: LAND MOBILE RADIO SYSTEMS ANALYST SUPERVISOR

SUMMARY: Supervises Land Mobile Radio (LMR) Systems Analysts in the Pima County Wireless Integrated Network (PCWIN). Supervises the day-to-day operations of County-wide public safety radio system which involves multiple types of radio and microwave systems and technologies including repeaters, dispatch consoles, and public safety recording systems.

DUTIES/RESPONSIBILITIES: (Work assignments may vary depending on the department's needs and will be communicated to the applicant or incumbent by the supervisor.)

Supervises staff in the performance of the day-to-day operations of a County-wide public safety radio system;

Serves on one or more technical advisory committee(s);

Assists with defining internal and external service level agreements;

Functions as project leader on various technical communication projects;

Meets with and advises PCWIN agencies on technical matters;

Develops monthly LMR system reports for Executive Committee and Board of Directors;

Creates reports from the work management ticketing system;

Verifies LMR system operation and alarm status daily;

Monitors all projects being performed that affect the LMR system, and provides updates on them;

Obtains quotes for services and equipment related to the LMR system;

Assures LMR System Analysts have tools needed to perform their job function;

Oversees LMR System Analysts daily work schedules;

Notifies users of planned and emergency LMR system maintenance windows;

Reports to Wireless Services Manager on projects and LMR system status;

Interacts with LMR system users to address concerns and issues with the LMR system;

Schedules and communicates annual LMR system preventative maintenance;

Schedules Field Service Bulletin maintenance;

Performs weekly system server backups;

Develops policies and procedures consistent with the PCWIN Business Plan and cooperative governance;

Assigns, supervises, reviews, and evaluates various radio and microwave installation and upgrade projects provides direction to staff and vendors;

Researches new technologies and upgrades for PCWIN;

Oversees training of LMR System Analysts as well as end users;

May climb elevated platforms and radio towers to adjust, troubleshoot, repair and/or maintain equipment.

KNOWLEDGE & SKILLS:

Knowledge of:

- administration and management principles and practices;
- budget development, management, administration;
- LAN based protocols including TCP/IP, LAN/WAN, Networking, frame relay ATM and broadband technologies;
- principles, practices, methods, terminology, and trends in communications engineering including the fields of radio frequency allocations, electromagnetic wave propagation and radio frequency field strength measurements and tolerances;

- data communication security techniques, radio theory, programming formats, and protocols and radio frequency propagation for trunked radio and mobile data systems;
- telecommunications system industry standards, procedures, design, equipment and operations;
- applications of automated information systems;
- state, federal, and local laws and regulations pertaining to telecommunications system operations;
- principles and techniques of project management;
- principles and techniques of developing cost estimates;
- FCC rules and regulations.

Skill in:

- organizing workload, being proactive and handling a wide variety of customer requests simultaneously;
- written, verbal and interpersonal communications;
- operating within a fast paced, highly technical environment;
- writing procedures and work instructions;
- operating as a member of a team;
- employing quality skill sets and diagnostic tools;
- being resourceful, self-managed, customer focused and demonstrated ability to maintain a solid understanding of client computing and communications deployment, configuration, upgrade and integration concepts;
- coordinating and communicating with internal and external customers/vendors;
- employing diagnostic, analytical and conceptual skills with detailed orientation;
- leading individual employees and work teams.

MINIMUM QUALIFICATIONS:

EITHER:

(1) A Bachelor's degree from an accredited college, university or technical trade school with a major in computer science, computer engineering, management information systems (MIS), or a closely related field as determined by the appointing authority at the time of recruitment and four years of work experience in the maintenance and administration of electrical electronic, or communications engineering involving the design, installation, and maintenance of electronic communications systems and equipment which included planning, directing, and coordinating the installation and maintenance of both microwave radio and land mobile radio projects and two years of lead or supervisory responsibility.

(Lead or supervisory experience may be obtained concurrently with general experience.)

(Relevant work experience and/or education from an accredited college, university or technical trade school may be substituted.)

OR:

(2) Eight years of experience working in radio shop that supports a medium to large enterprise radio communications system, which includes four years of experience in the maintenance and administration of electrical electronic, or communications engineering involving the design, installation, and maintenance of electronic communications systems and equipment and two years of lead or supervisory responsibility. (Lead or supervisory experience may be obtained concurrently with, or ancillary to the generalized experience identified above.)

OTHER REQUIREMENTS:

Licenses and Certificates: Some positions may be required to successfully complete an industry-recognized tower climbing safety and rescuer course. All positions require a valid Arizona Class D driver

license at the time of application. Failure to maintain the required licensure shall be grounds for termination.

Special Notice Items: Some positions will be required to work rotating shifts which includes days, evenings, nights, weekends and holidays. Some positions may require satisfactory completion of a personal background investigation, polygraph examination and/or pre/post-appointment drug-testing by law enforcement agencies due to need for access to law enforcement, corrections or court facilities, property and associated confidential and sensitive information, documents, communications, and databases.

Physical/Sensory Requirements: Must be able to lift 50 pounds. Some positions require lifting equipment, climbing, working on towers, elevated or below grade platforms. All positions require the ability to identify industry standard color-coding of electrical wiring and components. Additional physical and sensory abilities will be determined by position.

This class specification is intended to indicate the basic nature of positions allocated to the class and examples of typical duties that may be assigned. It does not imply that all positions within the class perform all of the duties listed, nor does it necessarily list all possible duties that may be assigned.

Pima County

Proposed July 2020



Code: 4016

Title: WIRELESS SERVICES MANAGER

**SUMMARY:** Responsible for managing all activities of the Pima County Wireless Integrated Network (PCWIN) and PCWIN Wireless Services staff.

**DUTIES/RESPONSIBILITIES:** (Work assignments may vary depending on the department's needs and will be communicated to the applicant or incumbent by the supervisor.)

Develops and manages PCWIN support relationships with internal and external customers and hardware/software/vendors;  
Manages PCWIN infrastructure and subscriber support staff;  
Operates as the Chair of the PCWIN Technical Working Group;  
Prepares and presents monthly network activity and maintenance provider reports to the PCWIN Operations Working Group, Executive Committee, and Board of Directors;  
Manages all radio and microwave upgrades of the PCWIN Radio System;  
Interacts with executive level PCWIN members from fire, police, and emergency medical service disciplines;  
Monitors network and subscriber activity to ensure Service Level Agreements (SLA) are being met;  
Oversees annual preventative maintenance activities of PCWIN infrastructure and subscriber radios;  
Oversees all equipment accountability using Radio Asset Management application;  
Reviews completed work orders to ensure all work is properly documented in MCM CommSHOP system;  
Coordinates with vendors to ensure all hardware and software systems and software up to date and secure;  
Oversees personal and technical development training for PCWIN staff;  
Develops training programs for PCWIN agencies;  
Keeps abreast of PCWIN hardware and software lifecycles and updates PCWIN agencies;  
notifies users of planned and emergency LMR system Maintenance;  
Oversees internal and external billing of work performed;  
Oversees membership and Subscriber Services billing and invoicing;  
Ensures PCWIN Wireless Services operates within approved budget;  
Coordinates with the PCWIN Director to assess budgetary needs for PCWIN Wireless Services.

**KNOWLEDGE & SKILLS:**

Knowledge of:

- administration and management principles and practices;
- budget development, management and administration;
- LAN based protocols including TCP/IP, LAN/WAN, Networking, frame relay ATM and broadband technologies;
- principles, practices, methods, terminology, and trends in communications engineering including the fields of radio frequency allocations, electromagnetic wave propagation and radio frequency field strength measurements and tolerances;
- data communication security techniques; radio theory, programming formats, and protocols and radio frequency propagation for trunked radio and mobile data systems;
- telecommunications system industry standards, procedures, design, equipment and operations;
- applications of automated information systems;

- state, federal, and local laws and regulations pertaining to telecommunications system operations;
- principles and techniques of project management;
- principles and techniques of developing cost estimates;
- FCC rules and regulations.

Skill in:

- organizing workload, being proactive and managing a wide variety of customer requests simultaneously;
- written, verbal and interpersonal communications;
- operating within a fast paced, highly technical environment;
- writing procedures and work instructions;
- operating as a member of a team;
- employing quality skill sets and diagnostic tools;
- being resourceful, self-managed, customer focused and demonstrated ability to maintain a solid understanding of client computing and communications deployment, configuration, upgrade and integration concepts;
- coordinating and communicating with internal and external customers/vendors;
- employing diagnostic, analytical and conceptual skills with detailed orientation;
- training and assisting professional/technical staff;
- administering complex databases;
- training and assisting end-users in the operation of portable and mobile radios;
- standard office productivity applications;
- leading individual employees and work teams.

MINIMUM QUALIFICATIONS:                      EITHER

(1) A Bachelor's degree from an accredited college, university or technical trade school with a major in computer science, computer engineering, management information systems (MIS), or a closely related field as determined by the appointing authority at the time of recruitment and four years of work experience in the maintenance and administration of electrical electronic, or communications engineering involving the design, installation, and maintenance of electronic communications systems and equipment which included planning, directing, and coordinating the installation and maintenance of both microwave radio and land mobile radio projects and two years of lead or supervisory responsibility. (Lead or supervisory experience may be obtained concurrently with general experience,)

(Relevant work experience and/or education from an accredited college, university or technical trade school may be substituted.)

OR

(2) Ten years of experience working in radio shop that supports a medium to large enterprise radio communications system, which includes four years of experience in the maintenance and administration of electrical electronic, or communications engineering involving the design, installation, and maintenance of electronic communications systems and equipment and Six years of lead or supervisory responsibility. (Lead or supervisory experience may be obtained concurrently with, or ancillary to the generalized experience identified above.)

OTHER REQUIREMENTS:

Licenses and Certificates: All positions require a valid Arizona Class D driver license at the time of application. Failure to maintain the required licensure shall be grounds for termination.

Special Notice Items: Some positions will be required to work rotating shifts which includes days, evenings, nights, weekends and holidays. Some positions may require satisfactory completion of a personal background investigation, polygraph examination and/or pre/post-appointment drug-testing by law enforcement agencies due to need for access to law enforcement, corrections or court facilities, property and associated confidential and sensitive information, documents, communications, and databases.

Physical/Sensory Requirements: Physical and sensory abilities will be determined by position.

This class specification is intended to indicate the basic nature of positions allocated to the class and examples of typical duties that may be assigned. It does not imply that all positions within the class perform all of the duties listed, nor does it necessarily list all possible duties that may be assigned.

Pima County

Proposed July 2020