Groundskeeper

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
GROUNDSKEEPER I	8031	A07	$27,681 - $37,677
GROUNDSKEEPER II	8032	A08	$28,705 - $39,229
GROUNDSKEEPER III	8033	A10	$30,910 - $42,571
GROUNDSKEEPER IV	8034	A12	$33,840 - $49,798
GROUNDSKEEPER V	8035	A14	$37,144 - $55,134

GENERAL DESCRIPTION

Performs grounds maintenance work involving caring for and maintaining the appearance of grounds, gardens, and exterior areas of buildings, and maintaining and caring for groundskeeping tools, supplies, and equipment.

EXAMPLES OF WORK PERFORMED

Mows and trims grass.

Prepares ground for planting.

Trims, waters, removes, and plants trees, flowers, and shrubs.

Operates powered equipment such as mowers, tractors, chain saws, electric clippers, sod cutters, and pruning shears.

Removes dirt, rubbish, and refuse from grounds.

Cleans groundskeeping tools, equipment, and supplies.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at a level V may also perform work listed within the previous levels.

Note: *Factors that may distinguish between entry and journey levels include the degree of independence in performing the work, the complexity of the work, and may include the years of related experience. Employees at the journey levels may independently perform the full range of work identified within current or previous levels, or may assist others with such functions.*

GROUNDSKEEPER I: Performs entry-level grounds and building maintenance work. Works under close supervision, with minimal latitude for the use of initiative and independent judgment. Employees at this level may have limited experience or no experience and spend the majority of their time performing simple to routine work following standard procedures.

GROUNDSKEEPER II: Performs moderately complex (journey-level) grounds and building maintenance work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may rely on direction from others to solve problems that are not standard. Employees may also assist other staff in performing work of greater complexity. Employees at this level may:

- Service, repair, and perform preventive maintenance on groundskeeping equipment.
- Drive trucks to pick up or haul materials, supplies, and dirt.
- Mix, spray, or spread fertilizers, herbicides, or insecticides onto grass, shrubs, flowers, and trees, using hand or automatic sprayers or spreaders.
- Inspect for pests and diseases and take steps for their eradication.
- Facilitate the set-up of events on the grounds.

GROUNDSKEEPER III: Performs complex (journey-level) grounds and building maintenance work. Works under general supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may work more independently than the previous levels, and they may routinely assist other staff in performing work of greater complexity. Employees at this level may:

- Repair and perform preventive maintenance work on fountains, planters, parking lots, driveways, roads, fences, and sidewalks.
- Inspect building exteriors and parking facilities for cleanliness, completion of requested work, and needed repairs.
- Conduct minor facility and equipment repairs and installations.

Note: *Employees at the senior level (levels IV and V) may perform the full range of work identified within previous levels and/or oversee or coordinate that work for others. Factors that may distinguish between senior levels include the scope of responsibility and oversight; the size, and complexity of the landscape, grounds, and building maintenance; the types of equipment used; and the employee's related experience.*

GROUNDSKEEPER IV: Performs highly complex (senior-level) grounds and building maintenance work. Works under limited supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may assist with maintaining schedules for routine work and may:

- Install, maintain, and repair sprinkler systems.
- Provide training to others related to grounds maintenance and landscaping.
- Determine and order needed supplies.

GROUNDSKEEPER V: Performs advanced (senior-level) grounds and building maintenance work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may independently perform the most complex landscape and grounds maintenance work and may lead, oversee, or supervise the work of others. Employees may:

- Oversee the implementation of plans to improve the appearance of grounds.
- Oversee the inventory of groundskeeping tools, supplies, and equipment and ensure that the equipment is well maintained and accounted for.
- Perform quality assurance reviews on work in progress and/or completed.

- Collaborate on landscaping designs and make recommendations regarding changes in landscape and projects associated with grounds maintenance.
- Conduct inspections of ground maintenance work.
- Participate in conducting equipment inspections, maintenance and evaluation for repair, replacement, or acquisition.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in groundskeeping work. Graduation from a standard senior high school or equivalent is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of the planting and care of trees, shrubbery, flowers, and grasses.
- Skill in the use of groundskeeping hand tools and equipment, in the operation of motorized and gas-powered equipment, and in the maintenance and repair of sidewalks and parking lots.
- Ability to maintain and care for hand and power tools and equipment.

For Groundskeeper II – V levels

- Knowledge of pesticides, fertilizers, herbicides, insecticides, and fungicides; and of hand and power tools and equipment.
- Ability to detect diseases in trees, shrubbery, flowers, and grasses.

For Groundskeeper IV – V levels

- Ability to oversee the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

May require a valid driver's license.