

GARDENER

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DEFINITION

Under general supervision performs a variety of semi-skilled and skilled gardening work in planting, cultivating and maintaining lawns, plants, shrubs and landscaped areas; performs janitorial work at park buildings and other facilities; performs other related work as required.

DISTINGUISHING FEATURES

Work in this classification is characterized by the performance of routine and basic grounds and facilities work. Initially supervision and training are given in detail and as the incumbent becomes more capable, works with a higher degree of independence. Work in the class is distinguished from that of higher classes by the more routine nature of the work performed and by the lower level of landscape and facilities skill required.

EXAMPLES OF DUTIES

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s) and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification or is similar or closely related to another duty statement.

Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

Essential Duties

1. Performs a variety of semi-skilled and skilled gardening work in planting, cultivating and maintaining lawns, plants, shrubs and landscaped areas.
2. Plants, fertilizes, maintains, and cuts lawns; edges lawns and borders.
3. Cultivates earth and applies natural and chemical fertilizers.
4. Rakes leaves and clears lawns and sidewalks of debris.
5. Prepares soil for various kinds of planting.
6. Selects, recommends and plants flowers and plants in planted areas.
7. Performs janitorial work at park buildings and other facilities; keeps buildings, facilities and grounds clean and orderly; removes garbage and recycling.
8. Performs various pick up and delivery of supplies and equipment.

Other Duties:

9. Performs related duties as assigned.

WORKING CONDITIONS

- Primarily outdoors, with regular exposure to varying weather conditions including heat, cold, rain, wind, and humidity.
- Occasional work indoors when performing janitorial duties in park buildings and facilities.
- Exposure to dust, pollen, fumes, noise, and potentially hazardous substances such as fertilizers, pesticides, and cleaning chemicals.
- Travel by City vehicle within City limits to City work sites, locations, and meetings to conduct work.
- Work is performed in public parks, landscaped areas, and recreational facilities which may include uneven terrain, slopes, confined spaces and heights associated with playground equipment or structures, tree work, or other related park maintenance

PHYSICAL DEMANDS

- Frequent standing, walking, bending, stooping, kneeling, reaching, and crouching.
- Regular lifting, carrying, pushing, or pulling of objects weighing up to 50 pounds; heavier lifting may be required

with assistance or equipment.

- Operation of hand and power tools such as mowers, trimmers, blowers, and other landscaping/janitorial equipment.
- Repetitive hand and arm movements involved in digging, planting, pruning, and cleaning tasks.
- May require climbing ladders or working at low heights.
- Visual and manual dexterity to safely operate equipment and observe worksite conditions.
- Hearing and speaking to exchange information and distinguish audible warnings or signals in a noisy environment.

EMPLOYMENT STANDARDS

Education/Experience

Any combination equivalent to education and experience likely to provide the required knowledge and abilities. A typical way to obtain the knowledge and abilities would be:

Education: Graduation from high school.

Experience: One year of gardening, nursery, and/or grounds and building maintenance work.

Knowledge

Knowledge of methods, tools, materials and practices used in gardening work; common flowers, plants and trees used in landscaped areas; safe work practices and procedures.

Ability

Ability to effectively perform semi-skilled and skilled gardening work including cultivating, fertilizing, and watering of trees, shrubs, flowers, lawns and landscaped areas; recognize and identify common species of plant pests and weeds; perform park and facilities janitorial work; operate and utilize basic garden and janitorial tools, equipment and supplies; perform work requiring physical fitness and endurance; work independently; communicate effectively; understand and follow instructions; establish and maintain effective working relationships with employees and the general public.

Other Requirements

Selected positions may require possession of a valid California Driver's License and satisfactory driving record as a condition of initial and continued employment.

Willingness and ability to work nights, holidays and weekends as needed.

Willingness and ability to work in inclement weather.