



Gardener III

Class Code:
604

LAMEDA COUNTY WATER DISTRICT
Revision Date: July 2012

DEFINITION

Under supervision of the General Facilities Supervisor, independently performs a full range of skilled gardening, landscaping and grounds maintenance work to maintain grounds around structures and other District properties; safely operates a wide variety of tools and equipment; in consultation with management, reviews landscape plans for District engineering projects to ensure consistency with District landscape and irrigation standards; plans, prioritizes and oversees the execution of routine and specialized landscaping and planting projects; provides lead direction and training to assigned personnel; and performs other related duties as required.

DISTINGUISHING CHARACTERISTICS

Gardener III is the advanced journey-level in the Gardener series. Under general supervision within a framework of established policies and procedures, incumbents independently perform the full range of skilled gardening and landscaping work required for the installation and maintenance of landscaped areas around structures and the improvement and maintenance of other property sites; safely operates a wide variety of tools and equipment; provides lead direction and training to assigned personnel. Assignments are given in general terms and are subject to review upon completion. There is significant latitude for independent judgment and action in well-defined areas of work.

This classification is distinguished from the journey-level Gardener II by the independent performance of the most highly skilled gardening and landscaping work requiring a higher level of related knowledge and competencies.

TYPICAL DUTIES

TYPICAL EXAMPLES OF DUTIES MAY INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING:

- Performs a variety of grounds maintenance activities including: mowing, edging, cultivation, planting, and fertilizing of lawns and landscaped areas; weed and pest control; pruning and trimming of trees, shrubs and hedges; and the collection and disposal of green waste and trash.
- Installs, maintains and repairs water lines, irrigation and sprinkler systems; changes and adjusts heads and may operate automatic control systems.
- Provides lead direction and training to assigned personnel; assigns, coordinates and monitors work efforts; and plans and recommends equipment and materials needed for project assignments
- Identifies areas requiring pest, disease and weed control; and safely and effectively applies herbicides, fungicides and pesticides using power and hand spray equipment.
- In consultation with superiors, or from sketches, plans and prioritizes landscaping and grounds maintenance projects; identifies labor and materials costs; and oversees the

execution of routine and special landscaping and planting projects.

- Cleans, oils, repairs, adjusts and safely uses hand or power tools; and safely operates tractor with mower and attachments as required to cultivate plantings, control weeds or perform other landscaping tasks.
- Requisitions all supplies and materials by their proper names.
- Prepares annual and monthly schedules of jobs to be done; and maintains records of work accomplished.
- May perform semi-skilled work in a variety of trades using appropriate tools and equipment to maintain District grounds. Work includes: routine carpentry, painting, plumbing, masonry, cement and asphalt repairs; and basic equipment maintenance
- Utilizes a variety of techniques to insure that any risk related to services or supplies is identified and controlled including the provision of personnel training and key control.
- Performs other related work as required.

REQUIREMENTS

Any combination of education and experience that would likely provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the knowledge, skills, and abilities would be the equivalent of:

Education and Experience:

High school diploma or its equivalent and four (4) years of proven responsible experience in grounds-keeping, outside maintenance or horticultural nursery work with at least two years at a competence level equivalent to the District's Gardener II classification. Technical or trade school work may be substituted for one of the four required years of experience.

Knowledge, Skills and Abilities:

Advanced working knowledge of: soil preparation, planting, transplanting, cultivating and maintaining lawns, plants, shrubs and trees; General knowledge of: plant pests and diseases and methods of control and eradication; arithmetic and common measurements sufficient to calculate proportions, square footage and volume; water line and irrigation system installation, maintenance and repair; proper care of gardening tools and equipment; safe work practices related to the use of chemicals and the operation of power tools and equipment used in landscaping and grounds maintenance work; good public relations etiquette.

Skill and Ability to: train, direct, and coordinate assigned personnel; plan and schedule a landscape and planting projects; develop work procedures to ensure accurate and timely completion of tasks; perform skilled landscape maintenance, including tree trimming and sprinkler system installation and repair; safely and skillfully operate motor vehicles and hand and power tools and equipment; work independently in the absence of supervision; recognize common plants, shrubs and trees and plant diseases and insect pests; maintain simple records and make oral and written reports; perform mathematic calculations, including the use of proportions; communicate courteously with the public; establish and maintain effective working relationships with those contacted in the course of the work; and perform the essential functions of the job without causing harm to self or others.

Additional Requirements:

- Must possess a valid California driver's license and have a satisfactory driving record
- Must possess commercial applicator certifications in the following categories: 1) Institutional and Industrial, 2) Ornamental and Turf, and 3) Right-of-Way.
- Possession of a California Department of Food and Agriculture certificate is highly desirable.

Working Conditions/Physical Requirements:

The essential duties of this classification require the ability to work outdoors under various climatic and geographic conditions; to work in an environment with potential exposure to high noxious plants; insects; noise, dust, allergens, chemicals, solvents, fumes, smoke, gases, grease, and oil; in confined spaces; on ladders and/or scaffolding; and around moving vehicles and hazardous equipment and machinery.

The essential duties of this classification require repetitive use of feet and hands to operate vehicles, equipment and tools; and the ability to: feel the attributes of objects by touch; verbally exchange ideas and information; hear to receive verbal detailed information and instruction; see at arms length to twenty feet with a good field of vision and the ability to distinguish basic colors; climb to work in high spaces; work in positions and spaces that may be awkward or difficult to access: stoop, kneel, crouch, reach, stand, and walk on a sustained basis; push, pull, lift and carry tools, equipment and objects frequently weighing up to 90 pounds and occasionally up to 150 pounds; finger dexterity for fine manipulation and hand strength to operate and grasp tools and equipment.

Revised: 07/12

Approved: 
Human Resources/Risk Manager