

Position: Landscaper **Classification: Non-exempt**
Reports To: Property Mgr / Maintenance Mgr / Maintenance Supervisor (circle one)
Approved By: Human Resources **Effective Date: June 23, 2011**
Revision Date: Aug 20 2014; Sept 1 2015; Nov 18 2019; May 5 2020

Purpose

Landscape and/or maintain grounds of property using hand/power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, pruning, and sprinkler installation. Performs related duties as assigned.

To perform this job successfully, an individual must be able to perform each primary responsibility satisfactorily. The requirements listed below are representative of the knowledge, skill, and /or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job duties.

Essential Duties

Provide a full range of unskilled and semi-skilled tasks in the maintenance and operation of buildings and grounds including, but not limited to:

- Mows lawns, using power mower.
- Trims and picks flowers and cleans flower beds.
- Digs holes for plants, mixes fertilizer or lime with dirt in holes, inserts plants, and fills holes with dirt.
- Hauls or spreads topsoil, and spreads straw over seeded soil to hold soil in place.
- Waters lawns, trees, and plants, using portable sprinkler system, hose, or watering can.
- Decorates garden with stones and plants.
- Applies herbicides, fungicides, fertilizers, and pesticides, using spreaders or spray equipment.
- Attaches wires from planted trees to support stakes.
- Seeds and fertilizes lawns.
- Prepares and maintains vacant lots.
- Builds forms and mixes and pours cement to form garden borders.
- Ability to handle job stress and interact effectively with others in the workplace.
- Other duties as assigned.

Job Duties

- Opens, closes, locks, unlocks facilities as needed.
- Maintains tools and equipment.
- Maintains supplies used to perform job and inform supervisor when supplies are low.
- Assists in the transport and relocation of equipment as needed.
- Drives a motor vehicle from site to site to conduct work.

Employee Relations

Able to establish, work, and maintain working relationships with co-workers, supervisors, and Community residents in a courteous and responsible manner

Supervision

Works under the general supervision of the Maintenance Supervisor or Property Manager

Job Qualifications**Knowledge**

Considerable knowledge of the designs, uses, benefits of tools, equipment, materials, and application techniques common to the landscaping trade
Knowledge of equipment, tools, mechanical devices, and their uses to produce motion, light, power, technology, and other applications

Skills

Determining the kind of tools and equipment needed to do a job
Controlling operations of equipment or systems
Performing routine maintenance and determining when and what kind of maintenance is needed
Identifying the nature of problems

Abilities

Ability to exert muscle force repeatedly or continuously over time; this involves muscular endurance and resistance to muscle fatigue.
Ability to bend, stretch, twist, or reach out with the body, arms, and/or legs frequently
Ability to understand and carry out oral and written instructions

Work Experience

Some experience or familiarity with gardening; or any equivalent combination of training and experience

Education

High School graduate or GED equivalent

Licenses or Designations

May require a valid driver's license

Working Conditions**Physical Work Demands**

Indoor and outdoor work environment
Seasonal heat and cold or adverse weather conditions
Dexterity of hands and fingers to operate maintenance equipment
Able to lift and/or move up to 25 pounds frequently
Seeing to inspect projects and read a variety of materials, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus
Sitting or standing for extended periods of time
Stooping, kneeling, crouching, crawling, climbing, balancing, reaching, or bending at the waist on a daily basis

Mental Work Demands

Hours occasionally exceed 40 hours per week, some weekends, holidays and evenings
Noise, vibration

Hazards

Restricted movement, air contamination, dirty environment, hazardous materials

Note: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required and not intended to be an exhaustive list of all duties, responsibilities or qualifications associated with this job.

Certification

I certify that I have read and understand the responsibilities assigned to this position.

Employee Signature

Date

Printed Name