DEFINITION
Under supervision of the General Facilities Supervisor, learns and performs a variety of tasks, physical in nature, related to the installation and maintenance of landscaped areas around structures and the improvement and maintenance of grounds at other District properties; the Gardener II may direct the work of less-experienced Gardeners and may assist others with the performance of more general maintenance tasks; and performs other related duties as required.

DISTINGUISHING CHARACTERISTICS
Gardener I is the entry level in the Gardener series. Under close to general supervision within a framework of established policies and procedures, incumbents receive training on landscaping and maintenance methods and the safe operation of a variety of tools and equipment and perform routine gardening and grounds maintenance work that is primarily physical in nature. Assignments are given in specific terms and are subject to direction and inspection by the Gardener II and/or Gardener III while work is in progress and upon completion.

This classification is distinguished from the journey-level Gardener II which receives less supervision and performs a full range of skilled gardening and grounds maintenance work, requiring a higher degree of knowledge and competencies. The Gardener I and II classifications are flexibly staffed. Incumbents in this classification normally advance to a Gardener II after two (2) years at entry level and with a performance rating of "meets requirements" overall on the most recent evaluation and demonstrated proficiency in the job requirements of the journey level classification.

Gardener II is the journey level classification in the Gardener series. Under general supervision within a framework of established policies and procedures, incumbents perform a full range of skilled physical work related to the installation and maintenance of landscaped areas around structures and the improvement and maintenance of other property sites; may direct the work of a less-experienced Gardener I; and may assist others with the performance of more general maintenance tasks. Assignments are given in general terms and are subject to periodic review while in progress and upon completion. There is some latitude for independent judgment and action in well-defined areas of work.

This class is distinguished from the entry level Gardener I by the performance of a full range of gardening and grounds maintenance work with a higher level of independence requiring journey level knowledge and competencies. This class is distinguished from the advanced journey-level Gardener III class which regularly performs the most skilled gardening and grounds keeping duties and provides lead direction and training to less experienced gardening personnel.

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

- Sweeps, rakes, picks up and disposes of leaves, litter and other debris; cleans drains.
• Clears areas around facilities of weeds and brush.

• Assists in pruning a variety of trees, shrubs, and hedges.

• Irrigates planted areas according to an established schedule and installs irrigation and drainage systems.

• Mows and performs general maintenance of lawn and other ground covers.

• Prepares and fertilizes soil for planting; plants, cultivates and maintains lawns, flower beds, seedlings, hedges, shrubs and trees; work includes transplanting seedlings, shrubs, and trees.

• Uses a variety of hand and portable power tools in the performance of work; performs simple adjustments as needed; and observes proper safety procedures and rules related to the use of tools and equipment.

• Maintains work site in a safe condition.

• Keeps simple records of hours worked, work performed, and equipment and materials used; makes verbal reports of conditions and work performed.

• Assists in spraying for the control of weeds, insects, and plant diseases.

• Drives a truck, small tractor, spray rig or other motor vehicle incidentally in the performance of the work.

• May assist other classifications in the performance of more general maintenance tasks, as needed.

• 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

Gardener I: No work experience required.

Gardener II: Two (2) years of experience in grounds maintenance work providing a familiarity with gardening and grounds maintenance practices. A two-year course in horticulture or related field at a technical or trade school may be substituted for required experience on a year-for-year basis.
Knowledge, Skills and Abilities:
Knowledge of: basic methods, tools, material and equipment used in landscaping and grounds maintenance; arithmetic and common measurements sufficient to calculate proportions, square footage and volume; safe work practices and operation of power tools and equipment; good public relations etiquette.

Skill and Ability to: perform heavy manual labor; safely operate a variety of hand and power tools; safely use gardening chemicals; learn and effectively apply gardening, grounds maintenance and landscaping methods, materials and techniques; understand and carry out verbal and written instructions; read labels, signs, and gardening diagrams; maintain simple records and make verbal reports; 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.

Gardener II: (In addition to the above)
Working knowledge of: modern methods, techniques, materials and equipment used for landscaping and grounds maintenance work; plant pests and diseases and methods of control and eradication; water line and irrigation system installation, maintenance and repair and familiar with various generous species of plants and their required care.

Skill and Ability to: perform skilled landscape maintenance, including tree trimming and sprinkler system installation and repair; safely and skillfully operate hand and power tools and equipment; work independently in the absence of supervision; perform mathematic calculations, including the use of proportions; recognize common plants, shrubs and trees and plant diseases and insect pests; and provide direction and guidance to less experienced Gardeners.

Additional Requirements:
- Must possess a valid California driver's license and have a satisfactory driving record

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 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 that frequently weigh 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