



JOB DESCRIPTION: GARDENER 1

DEFINITION

Gardener 1 is the entry-level Landscape Maintenance job classification. This non-exempt position takes direct supervision from the Foreman, and performs various unskilled gardening functions which may require the use of hand tools and light landscape equipment.

ESSENTIAL JOB FUNCTIONS

- **SAFETY**
 - Maintains tools and equipment to ensure safety; attends safety meetings; wears proper PPE; wears seat belt when traveling in a company vehicle; demonstrates proper lifting procedures; wears over-the-ankle boots; follows all safety policies/reporting procedures.
- **PUNCTUALITY, ATTENDANCE, AND APPEARANCE**
 - Shows up to work each day on time; completes all tasks within time expectations; adheres to company dress code policy; wears clean clothes to work each day; follows inclement weather policy and sick leave reporting procedures.
- **HAZARD COMMUNICATION**
 - Follows all safety procedures, MSDS information, and label instructions when mixing chemicals, applying fertilizers, and/or spraying pesticides/herbicides; complies with emergency reporting procedures; can define and identify hazardous substances.
- **BASIC GARDENING SKILLS**
 - Pulls weeds, rakes leaves, sweeps sidewalks, and cleans debris; prunes shrubs and low trees; grooms color beds; clears ditches, digs holes, and performs handwork as necessary using a pick, shovel, or other hand tools; waters vegetation using a hose; cleans canals, drains, and tree wells; plants vegetation; uses burlaps effectively.
- **EQUIPMENT OPERATION**
 - Operates light landscape equipment (e.g., 21" mower, leaf blower, weed eater, stick edger, and hedge trimmer) properly and safely.
- **INTERPERSONAL SKILLS**
 - Treats others with respect, collaboration, and support in such a way that work relationships are improved and morale is increased.

EDUCATION/EXPERIENCE REQUIREMENTS

Given the unskilled nature of the work performed by the Gardener 1, there are no minimum education or experience requirements for this position.

PHYSICAL CHARACTERISTICS

Frequently stand, walk, or crouch on narrow and/or slippery surfaces; stoop, kneel, bend to pick up or move objects; walk for long distances and on sloped ground and uneven surfaces; move, lift, and carry objects weighing up to 50 pounds; normal manual dexterity and hand-eye coordination; corrected hearing and vision to normal range.

WORKING CONDITIONS

Work is predominately outdoors, exposed to varying temperatures, weather conditions, and noise levels; exposure to dust, pesticides, herbicides, grease, oils, dust, fumes, and electrical currents.