

PARK MAINTENANCE II-CREW LEADER

DEPARTMENT : **LEISURE SERVICES**
SALARY :
FLSA : **NON-EXEMPT**
CIVIL SERVICE : **INCLUDED**
BARGAINING UNIT : **MUNICIPAL EMPLOYEES LOCAL #177**

GENERAL STATEMENT OF DUTIES

Performs duties relating to care and maintenance of turf and landscape areas in parks, rights-of-way and public places. The work is performed under the general direction of the City Forester, but will often work independently and with minimum supervision. Supervises seasonal and regular employees.

EXAMPLES OF ESSENTIAL FUNCTIONS **(Illustrative Only)**

These functions are considered essential for successful performance in this job classification.

1. Responsible for daily maintenance operation and productivity of turf maintenance employees including receiving and transmitting assignments, organizing projects, ensuring job completion and making required reports.
2. Operates and maintains specialized turf equipment; may operate large and small trucks and other automotive equipment.
3. Applies pesticides, insecticides and other chemicals in the care of landscape turf and vegetation.
4. Diagnoses and treats turf insect and disease problems.
5. Adjusts and repairs equipment, operates push mowers, string trimmers and blower/vacs.
6. Rakes turf, sweeps walks, picks up litter and trash.
7. Performs turf maintenance on uneven ground and while public is present.
8. Shovels and plows snow.
9. Participates in department preventive maintenance program for vehicles and equipment.

10. Directs the work activities of seasonal and regular employees as assigned.
11. Responds to questions from the public concerning mowing operations and application of turf chemicals or directs inquiry to appropriate manager.
12. Works outdoors in all weather conditions; work environment is dirty; works near moving vehicles and equipment; operates equipment and tools that cause vibration; exposed to pesticides, insecticides and other turf maintenance chemicals; noise level is often loud; atmosphere may contain dust and fumes from traffic.
13. Prepares written records and reports.
14. Works independently and with others with minimum supervision.
15. Attends work regularly at the designated place and time.
16. Workload varies and may be repetitive.
17. Performs all work duties and activities in accordance with City policies, procedures, and OSHA, City and Leisure Services safety rules and regulations.
18. Performs all other related duties as assigned.

REQUIRED KNOWLEDGE & ABILITIES

1. Knowledge of and ability to diagnose and treat turf insect and disease problems.

2. Thorough knowledge of the techniques and principles of turf and landscape management and maintenance.
3. Knowledge of occupational hazards and safety procedures of turf and landscape maintenance work.
4. Knowledge of and ability to safely operate turf maintenance equipment such as riding mower, tractor, loader, chemical sprayer and other specialized turf equipment for four to six hours at a time.
5. Ability to instruct, train and supervise regular and temporary seasonal employees.
6. Ability to express ideas orally and in writing.
7. Ability to understand chemical hazard labels and keep chemical application records.
8. Ability to exercise independent judgment in completion of assigned projects.
9. Ability to respond to questions and comments from the public tactfully and politely.
10. Ability to communicate effectively and maintain working relationships with coworkers, supervisors, elected officials and the public.
11. Ability to work with people from a broad variety of social, economic, racial, ethnic and educational backgrounds.

ACCEPTABLE EXPERIENCE & TRAINING

1. Graduation from a two-year horticulture program with minimum three years experience in turf management and minimum two years supervisory experience

OR

 High school graduation/G.E.D. with minimum six years experience in turf and landscape management and minimum four years supervisory experience

OR

 Any equivalent combination of education and experience that provides the knowledge, skills and abilities necessary to perform the essential functions of the position.
2. Current driver's license and good driving record based on City of Waterloo driver performance criteria. Must obtain Iowa Class A Commercial

Driver's License within 30 working days of hire date. A candidate with any of the following will not be considered for employment: loss of license for any reason during the period of candidacy for employment, if the candidate remains without a valid, current license for the position when the City issues an offer of employment; loss of license, plea of guilty, plea of no contest or its equivalent or conviction for OWI, reckless driving or other major moving violation within the previous five years; four or more citations for moving violations within the previous three-year period, excluding speeding violations of 10 mph or less over the posted speed limit; three or more citations for moving violations within the previous one-year period. After appointment to the position, disciplinary action or continuing employment status may be reviewed for the following: four or more moving violations within the previous three years, three or more moving violations within the previous one year or loss of license or conviction for OWI, reckless driving or other major moving violation within the previous five years; two or more at-fault accidents within a three-year period while driving on City business; a combination of three or more at-fault accidents within a three-year period. An applicant's driving record will be reviewed prior to an offer of employment and at least annually after hire.

3. Obtain an Iowa Pesticide Applicator's License by the end of six month probationary period; failure to obtain and maintain this license will result in disciplinary action up to and including termination.

ESSENTIAL PHYSICAL ABILITIES

The following physical abilities are required with or without reasonable accommodations.

1. Sufficient strength and flexibility to perform assigned tasks.
2. Sufficient speech and hearing that permits the employee to communicate effectively with coworkers in person or over a radio and to safely operate equipment along busy streets, understand verbal instructions, respond to questions from the public, diagnose equipment malfunctions and hear approaching traffic.
3. Sufficient depth perception, distance and peripheral vision to safely operate vehicles and equipment in all weather conditions; sufficient

color vision to observe and diagnose turf diseases.

4. Sufficient dexterity to safely operate powered and manual tools and equipment.
5. Sufficient personal mobility that permits the employee to safely operate a variety of motorized and manual park turf maintenance equipment in all types of weather.

MISCELLANEOUS

1. Must wear personal protective equipment such as safety shoes, safety glasses, hearing protection, gloves, safety vest, protective clothing and respirator.
2. Must submit to Department of Transportation requirements including pre-employment, post-accident, reasonable suspicion, random and return-to-duty/follow-up alcohol and drug testing.
3. Must submit to and pass Civil Service examination procedures including a panel interview; may be required to show skill on motorized turf maintenance equipment.

4. Following a conditional offer of employment, the City of Waterloo requires a physical examination including a drug test by a physician of the City's choice to determine if an applicant is capable of performing the essential functions of the position. Failure to pass the physical exam and drug test will result in withdrawal of the employment offer.
5. The City of Waterloo will conduct a background investigation including education, employment and criminal history checks on any applicant being considered for this position.

WORK SCHEDULE

Will generally work Monday-Friday 7:00 a.m.-3:30 p.m. with a half-hour unpaid lunch. Will be required to report during emergency situations or work overtime during/after severe weather or to assist Street Department with snow removal, but, generally, minimal overtime.

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May 2017**