



PERSONNEL COMMISSION

Class Code: 5156
Salary Range: 42 (M2)

GROUNDS SERVICE MANAGER

JOB SUMMARY

Under general direction, plan, organize and manage the daily operations and activities of the District's grounds services to assure smooth and efficient delivery of services to sites and offices; plan and schedule routine grounds maintenance, projects and repair work, train and supervise the performance of assigned staff; perform related duties as assigned.

EXAMPLES OF DUTIES

The classification specification does not describe all duties performed by all incumbents within the class. This summary provides examples of typical tasks performed in this classification.

- Plan, organize and manage the daily operations and activities of the District's grounds services to assure smooth and efficient delivery of services to sites and offices; assure compliance with applicable laws, codes, rules and regulations. **E**
- Train and supervise the performance of assigned staff; assign, schedule and review the work of staff performing duties such as pesticide application, irrigation or projects related to plants, trees and District grounds; interview and select employees and recommend transfers, reassignment, termination and disciplinary actions. **E**
- Plan and schedule routine grounds maintenance, projects and repair work such as thatching lawns, mowing, fertilizing, weed abatement, chemical application, watering, field and track renovations, maintenance of artificial turf areas, shrub and tree trimming, and planting of trees, grass and shrubs; estimate materials, labor and time requirements to accomplish grounds work. **E**
- Oversee and assure District grounds are maintained in a clean, safe and orderly condition; provide safe and visually attractive outdoor areas for educational facilities and related activities; continually inspect grounds areas and equipment to assure the safety of staff, students and the public; direct corrective actions. **E**
- Coordinate, manage and direct the District's agricultural integrated pest management program; update staff regarding proper pesticide use, regulations and related procedures. **E**
- Evaluate and recommend the purchase of grounds equipment, supplies, vendor proposals and service contracts; prepare work specifications; inspect contracted work on projects such as grounds irrigation, tree removal and trimming; contact vendors to obtain quotes for materials and equipment. **E**
- Develop the unit's preliminary annual budget; monitor, authorize and control expenditures in accordance with established limitations; prepare and track open purchase orders and contracts for grounds work, equipment and materials. **E**

- Develop and implement grounds service policies, procedures and standards; establish operating priorities and develop maintenance cycles for grounds; advise department administrators of unusual trends or problems and recommend appropriate corrective action. *E*
- Oversee the preparation and maintenance of records and files such as vehicle inspection reports, Healthy Schools Act records, grounds inventory, and daily activity sheets; compile data and prepare detailed reports regarding assigned activities. *E*
- Communicate with administrators, personnel, outside agencies and vendors to coordinate activities, schedule projects, resolve issues and exchange information; drive a District vehicle to various sites to conduct work. *E*
- Respond to emergency calls as necessary; operate or oversee the operation and maintenance of a variety of grounds equipment; operate a forklift; operate a variety of office equipment including a computer and assigned software. *E*
- Provide oversight and management to other Operations Branch units as necessary to assure smooth and efficient department operations. *E*
- Attend and participate in a variety of meetings, conferences and trainings to maintain current knowledge of technological advances in the field; conduct presentations as requested. *E*
- Perform related duties as assigned.

Note: At the end of some of the duty statements there is an italicized "E" which identifies essential duties required of the classification. This is strictly for use in compliance with the Americans with Disabilities Act.

DISTINGUISHING CHARACTERISTICS

A Grounds Service Manager plans, organizes and manages the daily operations and activities of the District's grounds services to assure smooth and efficient delivery of services to sites and offices. An incumbent assigns, schedules and reviews the work of staff performing duties such as pesticide application, irrigation or projects related to plants, trees and District grounds. The Grounds Service Manager has responsibility for providing safe and visually attractive outdoor areas for educational facilities and related activities and assuring compliance with applicable laws, codes, rules and regulations.

EMPLOYMENT STANDARDS

Knowledge of:

Methods, equipment and materials utilized in grounds maintenance work.

Record-keeping and report preparation techniques.

Budgeting practices regarding monitoring and control.

Health and safety regulations.

District organization, operations, policies and objectives.

Applicable laws, codes, rules and regulations.

Principles and practices of supervision and training.

Pesticides and other chemicals utilized in a pest management program.

Principles of design, installation, maintenance and repair of commercial irrigation systems.

Operation of a computer and assigned software.
Oral and written communication skills.
Writing skills to prepare clear and concise specifications and reports.
Interpersonal skills using tact, patience and courtesy.

Ability to:

Plan, organize and manage the daily operations and activities of the District's grounds services.
Oversee the design, installation, maintenance and repair of commercial irrigation systems.
Coordinate, manage and direct the District's agricultural integrated pest management program.
Estimate materials, labor and time requirements to accomplish grounds work.
Train and evaluate the performance of assigned personnel.
Develop and implement grounds service policies, procedures and standards
Develop and prepare budgets.
Monitor and control expenditures.
Maintain current knowledge of technological advances in the field.
Interpret, apply and explain rules, regulations, policies and procedures.
Analyze situations accurately and adopt an effective course of action.
Work independently with little direction.
Prepare comprehensive reports and work specifications.
Direct the establishment and maintenance of records and files.
Operate a variety of grounds equipment.
Operate a forklift.
Operate a computer and assigned software.
Drive a District or personal vehicle to conduct work.
Establish and maintain cooperative and effective working relationships with others.
Communicate effectively both orally and in writing.
Observe and implement health and safety regulations.

Education and Training:

Associate's degree including coursework in horticulture, agricultural technology, business administration or a related field.

Experience:

Three years of supervisory or managerial grounds maintenance experience in a commercial or governmental environment including pesticide application. Experience working with a unified school district involving sports field and track maintenance is preferred.

Any other combination of training and experience that could likely provide the desired skills, knowledge or abilities may be considered.

SPECIAL REQUIREMENTS

Positions in this class require the use of a personal automobile and possession of a valid California Class C driver's license.

Applicants for this classification will be required to obtain and submit, at his/her own expense, his/her current motor vehicle driving record at the time of appointment. The record must meet and be maintained at the District's safe driving standard. Failure to meet this requirement will result in the disqualification and/or rejection of the applicant regardless of any other standing.

Valid forklift operator certification within completion of the probationary period and maintain certification throughout employment in this classification.

Applicants for this classification are required to obtain a Qualified Applicator's Certificate or License issued by the California Department of Pesticide Regulation within completion of the probationary period and maintain certification throughout employment in this classification.

Incumbents are subject to pertinent provisions of the General Industry Safety Orders of the California Code of Regulations regarding protective equipment when exposed to hazardous materials, including, but not limited to fuels, lubricants, acids, fertilizers, herbicides, pesticides, adhesives, and related materials. Incumbents in this class are required to wear protective clothing, gear, and equipment as required by law and provided by the District.

WORKING ENVIRONMENT

Indoor and outdoor work environment.
Seasonal heat and cold or adverse weather conditions.
Driving a District vehicle to conduct work.
Working around and with machinery having moving parts.
Exposure to chemicals used in pest control and weed abatement.
Emergency call-out.

PHYSICAL DEMANDS

Dexterity of hands and fingers to operate a computer keyboard and a variety of grounds equipment.
Hearing and speaking to exchange information in person or on the telephone.
Occasional lifting, carrying, pushing or pulling heavy objects weighing up to 50 pounds.
Reaching overhead, above the shoulders and horizontally to conduct inspections.
Bending at the waist, kneeling or crouching to conduct inspections.
Seeing to read a variety of materials and conduct work.
Sitting or standing for extended periods of time.
Walking over rough or uneven surfaces.

AMERICANS WITH DISABILITIES ACT

Persons with certain disabilities may be capable of performing the essential duties of this class with or without reasonable accommodation, depending on the nature of the disability.

APPOINTMENT

In accordance with Education Code Section 45301, an employee appointed to this class must serve a probationary period of one year during which time an employee must demonstrate at least an overall satisfactory performance. Failure to do so shall result in the employee's termination.

PCA: 5/13/2010
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